



Northwood Technical College

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

**Final Annual Update
Fiscal Year 2023**

John Will
College President

Prepared by:

Amanda Gohde – Associate Vice President, Talent & Culture,
Title IX Coordinator, Affirmative Action/EEO Officer

Tom Barbano – Diversity, Equity, and Inclusion Coordinator

Chelsea Kilmer – Talent & Culture Manager

July 26, 2023

Contents

Section 1 – Goals/Initiatives Activities.....	3
Program 1: Implement targeted employee recruitment plans based on protected class.	3
Program 2: Implement targeted employee retention plans based on protected class.	7
Program 1: Implement targeted student recruitment plans based on protected class.....	9
Program 2: Implement targeted student retention plans based on protected class.....	11
Section 2 – Diversity/Equity Activities for Culture.....	13
Section 3 – Policy Changes.....	17
Section 4 – Evaluation and Monitoring.....	17
Section 5 – Data Analysis	18
Affirmative Action Compliance Report Data Analysis.....	18
Client Reporting System Data Analysis	18
Appendix A – Staff Accounting System Reports	
Appendix B – Client Reporting System Reports	

Section 1 – Goals/Initiatives Activities

Northwood Tech has taken the Team approach to meeting the goals within the Five-Year Plan. All members of the Diversity, Equity and Inclusion Team have expressed interest in moving specific goals forward and have been placed in work groups to focus on the individual goals. In FY23, DEI Team membership was reviewed to better understand demographic composition and ensure representation from all divisions at the College. Work groups met a total of 35 times in FY23 and will continue to meet regularly through the final year of the Five-Year Plan.

Additional resources, including an operational budget and call staff, were allocated in FY23 to implement and support DEI initiatives. In addition, Northwood Tech’s Human Resources department has been retitled to the Talent and Culture department effective July 1, 2023.

Employment Program Affirmative Action Initiatives

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

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

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

Action Item	Responsibility	Timeline
Step 1: Liaisons to establish a connection with each tribe (connect to Student Retention Goal).	Diversity, Equity and Inclusion Team	FY23 – Staffed DEI Coordinator role with the intent to establish these connections.
Step 2: Determine events or methods for best communication to tribal communities (job boards/newsletter)	Diversity, Equity and Inclusion Team	FY21 – Team has started finding and saving resources that provide opportunity. Initial outreach through direct email has been made.
Step 3: Take action on opportunities i.e. post jobs	Talent and Culture	FY22-23
Step 4: Determine methods for follow up and data collection of success	Diversity, Equity and Inclusion Team	FY23
Step 5: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team	FY23

- Identified need for collaboration on efforts related to partnerships with tribes
- Determined membership for Tribe Relations Workgroup
- Made intentional efforts to interact with tribal education directors and government representatives
- Responded to needs brought to our attention from the tribes, such as the creation of the Financial Services Customer Representative Dual Credit Academy

FY24 – Further collaboration with the tribes will continue, including responding to any identified training needs by the tribes; intend to create a reference document for financial aid staff on funding and eligibility for each tribe in our district

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.

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	FY22 – DEI Team provided feedback on DEI Coordinator job description; conducted recruitment and made a hire
Step 2: Review job descriptions and postings for equitable language and true minimum requirements	Diversity, Equity and Inclusion Team	FY22-23 – Work group is currently researching competency-based hiring practices, equitable language, and similar best practices
Step 3: Review interview process and research best practices through equity lens	Diversity, Equity and Inclusion Team	FY22-23 – Work group is currently researching Search Advocates as an opportunity to ensure equity within employee recruitment FY22-23 – Work group is currently researching best practices for equitable interview questions and appropriate responses FY23 – Team is recommending switch to WTCS bias training for all recruitment team members
Step 4: Review metrics and data	Talent and Culture Diversity, Equity and Inclusion Team	FY22 – Utilized data from applicant tracking system to create baseline data and reviewed with DEI Team FY23 – Intend to review new data to determine impact of DEI efforts compared to previous year
Step 5: Assess and reflect, data drives next 5-Year Plan goal	Diversity, Equity and Inclusion Team	FY23

- Reviewed and approved implementation of WTCS’ “Beyond Bias: Recruiting and Selecting the Best Candidates” training to replace previously used in-house training
- Creation of an Equitable Hiring Guide is underway to outline expectations of hiring managers and recruitment teams, which will address equitable interview questions
- DEI Coordinator served as an informal search advocate to advocate for equitable practices and address process questions from hiring managers

FY24 – Conversation on demographic data for the new ERP will continue

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

Action Item	Responsibility	Timeline
Step 1: Determine an additional marketing source for job postings	Diversity, Equity and Inclusion Team Talent and Culture	FY20 – Inventory of current sources is complete and Team will determine additional recruitment sources and solicit contact information for area diversity

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023

		resources from the full DEI Team FY22 – Created HR-specific Facebook page to share and boost job postings FY23 – Intend to expand utilization of the Facebook page to include relevant DEI updates, activities, etc.
Step 2: Ensure that the Affirmative Action Plan is available to prospective employees (communicate)	Diversity, Equity and Inclusion Team Talent and Culture	FY20 – AA/EO Plan posted on website, in the Talent Center where all new hires have easy access to it when completing new hire paperwork, email in the welcome email from HR and communicated via email annually
Step 3: Feature diversity in marketing materials	Diversity, Equity and Inclusion Team College President Marketing	FY21 – College President and marketing team have reviewed current materials and adjusted strategy to ensure images represent our district population FY22 – Presented the concept of a Diversity at Northwood Tech video to DEI Team; developed small work group to create video FY23 – Intend to finalize and share a series of short videos to highlight DEI efforts around the College
Step 4: Create “commitment to diversity” statement to include in all job postings/advertisements (emphasize access to accommodations)	Diversity, Equity and Inclusion Team	FY21 – Equity Vision Statement was finalized and incorporated into website and other marketing materials FY22 – Created Commitment to Diversity Statement and added to all job postings
Step 5: Encourage diversity on hiring committees	Diversity, Equity and Inclusion Team Talent and Culture	FY21 – Resource documents for recruitment teams have been updated to more directly state guidelines for composition of recruitment teams. HR reviews recruitment team composition to ensure guidelines are followed
Step 6: Assess and reflect, data drives next 5-Year Plan goal	Diversity, Equity and Inclusion Team	FY21 – Developed a recruitment funnel to review candidate demographic data in an effort to understand candidate progression through the apply/interview/hire process

Equity Vision Statement

The faculty, staff, and community partners of Northwood Technical College commit to identifying and addressing inequities through purposeful data use and intentional planning of policies, procedures, professional learning, and continuous improvement actions to ensure every individual receives what they need to develop their full academic and economic potential.

Commitment to Diversity Statement

Northwood Technical College is committed to promoting a learning environment where employees and students of differing perspectives and cultural backgrounds pursue career and academic goals

embraced in an environment of respect and shared inquiry. The College seeks to attract ethnically diverse instructors and staff who can inspire our increasingly diverse student population.

- Developed “Expectations for Composition of Recruitment Teams” document and worked with hiring managers to ensure diverse employee representation and limit repeated participation
- Created DEI Video Series vision and drafted a plan

FY24 – Plan to assemble a task force who will coordinate with Marketing to carry out the vision developed for the DEI Video Series

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	FY21-23 – Survey sent to all employees to gather this information; PeopleSoft was updated to reflect military connected status
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	FY22-23 – Team is in progress of developing resources and training
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	FY21 – Resource developed to translate military experience to College job qualifications; reference document posted to The Connection and will be shared in training materials FY23 – Intend to find ways to communicate guide for Understanding Military Experience with recruitment teams more consistently
Step 4: Talent and Culture develops relations/connection with the County Veteran Services Officers	Talent and Culture	FY21 – Jessica Kidd, HR Assistant initiated connections with CVSOs FY23 – Intend to further build relationships with CVSOs
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	FY21 – Developed webpage to highlight veteran employees and Military Friendly designation FY23 – Intend to bring awareness to Veterans webpage through Culture Corner section of Collegewide newsletter and other means
Step 6: Assess and reflect,	Diversity, Equity	FY23

data drives next 5-Year Plan goal.	and Inclusion Team	
------------------------------------	--------------------	--

- Link to Veteran Employment site:
<https://www.northwoodtech.edu/about/employment/veterans>
- Implemented “Creating Inclusive Spaces for Veterans and Military-Connected Individuals” training for all faculty/staff
- Created five new Veteran Faculty/Staff profiles
- Implemented new Veteran Resource Room at the Superior Campus
- Submitted application to become a Vets Ready Employer through the Wisconsin Department of Workforce Development

FY24 – Plan to assemble a task force who will review the Vets Ready Employer criteria and determine action items to further address the criteria

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	FY21 – Added to DEI activities inventory to include more detail and special populations FY23 – Continue to build activities inventory and utilize data to find gaps in training opportunities
Step 2: Add diversity piece to Points of Pride email	Diversity, Equity and Inclusion Team, Marketing	FY21 – Culture Corner has been added to Points of Pride
Step 3: DEI Team creates a diversity newsletter and communicates efforts to all Northwood Tech staff semi-annually (include items like: nursing mothers rooms, ergonomics/accommodations and AA Plan)	Diversity, Equity and Inclusion Team, Marketing	FY21 – Team has determined that Culture Corner meets the needs of this action item
Step 4: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team	FY23

- DEI Coordinator and Multicultural Student Success Coordinator collaborated with Student Life to create Speaker and Event Strategy for FY24 to better promote opportunities to students, faculty, and staff
- Implemented Privacy Rooms at Ashland and New Richmond and moved the primary Nursing Mother’s Space to these rooms; Privacy Rooms are quiet spaces for lactation, prayer, meditation, relaxation, minor medical administration, etc.

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	FY21 – Team continues to look for ways to communicate DEI Team activities and successes
Step 2: Develop expanded diversity training expectations across all employee groups	Diversity, Equity and Inclusion Team Professional Development	FY21 – Continued to require unconscious bias training for all staff who serve on a recruitment team FY23 – Will implement Nontraditional Occupations and First Nations trainings as part of staff professional development compliance FY23 – Intend to consider adding a portion of SafeZone to staff professional development compliance
Step 3: Implement additional diversity, equity, and inclusion training opportunities at all sites for students and staff	Diversity, Equity and Inclusion Team Professional Development Team	FY21 – Lunch and Learn series hosted by College Health Nurses FY22 – Provided Pronoun training to staff and students FY22 – Provided SafeZone training and train-the-trainer <i>For full list of DEI professional development offered in FY23, see pages 13 – 17.</i>
Step 4: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team Professional Development Team	FY21-23 – Surveyed staff following professional development activities to determine value added and gain ideas for future topics

- Updated Accommodation E-Learning module, which included: adding additional resources in the Universal Design subsection of the training, adding case studies/scenarios about students who did not receive their accommodations properly, and following up on any feedback received on the training.
- Updated NTO E-Learning module, which included: connecting with students and staff on their understanding of and impressions about NTO, researching NTO on the websites, updating graduation data and adding data summaries, updating photos, and making updates in response to employee reflection submissions
- For full list of DEI professional development offered in FY23, see pages 13 – 17.

Student Program Affirmative Action Initiatives

The goals below respond to identified protected/underserved populations that exist within the Northwood Tech 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 Student Affairs	FY21-23 – Team is in process of compiling and reviewing data from revised practices as a result of COVID-19; plan to compare and determine best practices
Step 2: Education opportunity to increase efforts to recruit targeted populations.	Diversity, Equity and Inclusion Team Student Affairs	FY21-23 – Team is finding ways to celebrate reached efforts in this area
Step 3: Assess statistics post-open enrollment rollout; has retention for these groups improved? More diverse student population?	Diversity, Equity and Inclusion Team Student Affairs	FY21-23 – Team will review outcome of open admissions to determine impact
Step 4: Make intentional efforts to increase diversity to specific programs. (Chamber panel discussion featuring students/graduates/community members in nontraditional careers) (Continue to build partnerships to serve students with special needs, i.e. Hospitality)	Diversity, Equity and Inclusion Team Student Affairs	FY21-23 – Focus of this goal has changed to be more inclusive to increase overall enrollment
Step 5: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team	FY23

- Participated in high school student events hosted by the tribes to promote Northwood Technical College programming, such as the St. Croix Tribe Graduation Banquet and St. Croix Tribe YES (Career Exploration and Education Days) Program

FY24 – Continue relationship building with the tribes in our district

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	Diversity, Equity and Inclusion Team	FY21 – DEI Team has developed Culture Corner addition to Points of Pride, which does not reach

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023

College	Marketing President's Office	students; potential future goal is to include diversity highlights within weekly Student Life Newsletters FY22-23 – Weekly Student Life Newsletters feature DEI professional development opportunities available to students
Step 2: Communicate the Affirmative Action Plan to students	Diversity, Equity and Inclusion Team Student Affairs Marketing	FY21 – Affirmative Action Plan is posted to website
Step 3: Create an emphasis of diversity, equity and inclusion on the website	Diversity, Equity and Inclusion Team Marketing	FY21 – DEI Team has developed webpage to highlight diversity efforts and resources FY23 – Intend to determine whether DEI webpage should be relocated or linked elsewhere on the College's website for better exposure
Step 4: Seek out opportunities to attract international students	Diversity, Equity and Inclusion Team Student Affairs	FY21 – Mapped a process for international students exploring opportunities at the College as well services available upon enrollment and arrival; no further steps taken due to COVID-19 travel restrictions
Step 5: Explore scholarship opportunities for students in marginalized groups.	Diversity, Equity and Inclusion Team Student Affairs	FY21 – Reached out to Foundation to explore scholarship opportunities and make connections FY23 – Intend to connect Financial Aid Advisors with information pertaining to tribal grants and scholarships
Step 6: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team	FY23

- In collaboration with the St. Croix Tribe, developed Financial Services Customer Representative Dual Credit Academy with targeted efforts to recruit Native students
- Designated Enrollment Services Manager as point of contact to ensure students' progression through enrollment process
- Continued to work with Foundation to provide reference documents for further understanding by Student Services staff on Foundation emergency funding versus grant emergency funding

FY24 – Will create opportunity for faculty/staff at Northwood Tech to learn about the admissions process for international students; Further collaboration with the tribes will continue, including responding to any identified training needs by the tribes; intend to create a reference document for financial aid staff on funding and eligibility for each tribe in our district

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	FY21 – Dedicated space has been created at New Richmond and Rice Lake Campuses FY22 – Secured space at Superior Campus FY23 – Intend to secure space at Ashland Campus
Step 2: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team	FY23

- Veteran Students – How To Apply Webpage: <https://www.northwoodtech.edu/admissions/how-to-apply/veteran-students>
- A dedicated space has been identified at the Ashland Campus for Veteran and Military-Connected students to connect and find resources
- Veteran Student Advocate utilized a course shell in Blackboard to communicate and share resources with students

FY24 – Will continue to promote use of the Blackboard and work with a vendor to deliver geofenced advertisements to prospective Veteran and military-connected students

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 Academic Affairs Student Affairs	FY21 – Team researched student handbook and current policies, procedures, and practices to determine if any barriers exist; drafted updates to student handbook to add clarity FY22 – Implemented updates to student handbook
Step 2: Build relationships with Tribes in the district through tribal liaison (connect to Employee Recruitment Goal).	Diversity, Equity and Inclusion Team	FY23 – Staffed DEI Coordinator role with the intent to establish these connections.
Step 3: Foster relationships with and promote outreach efforts to Somali population within the district.	Diversity, Equity and Inclusion Team	FY23 – Staffed DEI Coordinator role with the intent to establish these connections.
Step 4: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team	FY23

- Northwood Tech adopted a student success framework, Achieving the Dream, which will

help low-income students and students of color achieve a college degree. Feedback was gathered from faculty/staff during Capacity Cafes and ICAT Surveys to develop a student success agenda.

- Established connections with Somali District Liaison at Barron School District and Native American Coordinators at school districts surrounding St. Croix Tribe
- Obtained and incorporated feedback from NTO students in revamped NTO E-Learning which is provided to faculty and staff

FY24 – Moving into year two of Achieving the Dream plans. Continue work on student success agenda with the help of coaches. Continue building on connections to area diversity organizations.

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 Student Affairs	FY21 – Team has created a room grid to capture data at each location and developed a PowerPoint presentation to explain available services FY22 – Library is communicating the availability of these services FY22 – Implemented Privacy Rooms at Superior and Rice Lake campuses and communicated these spaces on the College’s DEI webpage FY22 – Ergonomics infographic sent to all students with best practices
Step 2: Communicate the AA Plan to students; communicate efforts being made to expand diversity, equity and inclusion.	Diversity, Equity and Inclusion Team Student Affairs	FY21 – AA Plan is posted on website, Points of Pride and Student Life Newsletter are used to provide updates and activity information FY22 – AA Plan and Local Equity Report are linked in <u>Student Information Packet</u> ; services offered to students also included within this packet FY22 – Added DEI statement to student handbook
Step 3: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team	FY23

- Coordinated active and passive multicultural programming, such as the Rainbow Runway Wall of Encouragement, LGBT History Month buttonmaking, International Transgender Day of Visibility Community Panel, Periodic Table of Black History, and Snow Snakes Presentation and Activity
- Encouraged participation in state-wide multicultural opportunities, such as the Wisconsin Conference on Race and Ethnicity (WisCORE) and Northeast Wisconsin Technical College’s Ramadan presentation

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	FY21 – Focus has shifted to a collegewide rather than campus-based approach exploring opportunities for further DEI activities FY22-24 – Providing themed DEI programming throughout the academic year to staff and students; most options are virtual
Step 2: 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 Student Affairs	FY21 – Several professional development offerings are planned for FY22 activity hours and will be available to students and staff FY23-24 – Continue to offer DEI-related professional development opportunities throughout the academic year
Step 3: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team	FY23

- Hired Multicultural Student Success Coordinator to provide support directly to students and develop and lead college activities designed to support the success of these students.
- For full list of DEI professional development offered in FY23, see pages 13 – 17

Section 2 – Diversity/Equity Activities for Culture

Northwood Tech 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. Northwood Tech continues to work to improve and expand culture through professional development, culture focused activities and through equal employment and educational opportunities using targeted marketing sources.

FY23

September 30, 2022

Presentation Name: Safe Zone Project Workshop

Description: There is a pressure to already know how to be LGBTQ+ inclusive. And while many of us want to be we don't necessarily feel comfortable with the language, with our own level of understanding, and don't know where to go to learn more. Safe Zone trainings are safe places for people can go to learn more, about their own gender/sexuality and deepen their understanding of LGBTQ+ identity and issues.

Audience: Available to students, faculty, and staff.

Number of attendees: 6 students and 12 faculty/staff

October 20, 2022

Presentation Name: Pronoun Proficient

Presenter: Kim Terry, Brian Vrtis, and Tom Barbano

Description: Participants will gain an understanding of pronouns, why pronouns are becoming more common, non-binary pronouns, and best practices for respecting a person's pronouns

Audience: Students, faculty, and staff were invited to attend.

Number of attendees: 3 students and 33 faculty/staff

October 25, 2022

Presentation Name: Three Ways to Improve Allyship

Presenter: Lisa Koenecke

Description: How can you shape your work culture to be more welcoming and inclusive? Are there ways you could invite awareness and interdependence? Understand allyship and intersectionality and how to promote support for the LGBTQ+ community. Learn the power of sharing stories to promote equality. In this lively, interactive session, we will learn current vocabulary and statistics to make a difference and watch our communities thrive! Lisa Koenecke is an experienced and energetic Diversity, Equity, and Inclusion (DEI) professional speaker and facilitator. She specializes in counteracting unconscious bias and LGBTQ+ inclusion in business. Her impact is amplified by strengthening each person's allyship. With a demonstrated history of working in secondary education and a passion for community and social services, she is an expert in counseling, crisis intervention, educational leadership, and program development.

Audience: Students, faculty, staff, and business/industry leaders were invited to attend.

Number of attendees: 31 faculty/staff

November 29, 2022

Presentation Name: Building Civility - Can't We All Just Get Along?

Presenter: Matt Glowacki

Description: During the workday, people frequently interact with others who have different abilities and hardships they are working through. Too many times the absence of information or the presence of misinformation about another person causes people to have far too low of an expectation for what another person can do. This session teaches how and why it is important to see potential in people and how giving them a chance to surprise you, creates camaraderie and promotes company culture.

Enjoy the views and the insights Matt brings to his audience through his heartfelt, humorous yet candid style. As a self-professed "Revolutionary," his messages have already reached over a million people over the past twenty years. He works with groups of all kinds on reinforcing their ethics, values, and cultures, all the while supporting high performance work environments and teams through awareness and inclusion.

Audience: Students, faculty, and staff were invited to attend.

Number of attendees: 45 faculty/staff

December 13, 2022

Presentation Name: Breaking Barriers: Turning Obstacles into Opportunities

Presenter: Aaron Hunnel

Description: In this powerful talk, Aaron Hunnel maps out how break through barriers to solve tough problems in school, work and life. From biking across the country, to spending a week in the woods

silent and alone, and to building a nationally recognized wellness program, Aaron has taken on a variety of challenges... some of which he's failed. Together you'll map out a few strategies to get on the right path for your life and generate momentum towards whatever goals are important to you. If you are ready to break down barriers keeping you from success, then join us for this awesome experience to help learn and turn your obstacles into opportunities.

Audience: Students, faculty, and staff were invited to attend.

Number of attendees: 1 student and 40 faculty/staff

February 14, 2023

Presentation Name: Breaking Barriers: Turning Obstacles into Opportunities

Presenter: Chad Dull

Description: Two year colleges have open admissions since their creation. All are welcome to attend. But what if that isn't enough? Is it different to be wanted somewhere than to be welcome there? Dr. Chad Dull has spent over two decades looking for better ways for colleges to help more students be more successful. Using an approach he calls Poverty-Informed Practice, Chad works to help colleges better understand the students they serve and create a place where everyone feels wanted.

Audience: Students, faculty, and staff were invited to attend.

Number of attendees: 56 faculty/staff

February 21 and February 23, 2023

Presentation Name: Snow Snakes Presentation & Activity

Presenter: Dylan Jennings

Description: Snow Snake is a Native American winter sport traditionally played by many tribes in the Great Lakes region. Learn more and help make a Snow Snake, and then play Snow Snake.

Audience: Students, faculty, and staff at the Ashland Campus were invited to attend.

Number of attendees: 2 students and 16 faculty/staff

April 14, 2023

Presentation Name: Safe Zone Project Workshop

Description: There is a pressure to already know how to be LGBTQ+ inclusive. And while many of us want to be we don't necessarily feel comfortable with the language, with our own level of understanding, and don't know where to go to learn more. Safe Zone trainings are safe places for people can go to learn more, about their own gender/sexuality and deepen their understanding of LGBTQ+ identity and issues.

Audience: Available to students, faculty, and staff.

Number of attendees: 2 students and 10 faculty/staff

April 18, 2023

Presentation Name: Stereotype Threat and Identity Threat: The Science of a Diverse Community

Presenter: Dr. Claude Steele

Description: Drawing on stereotype threat and social identity threat research, this talk will address the *why*, *what* and *how* of diverse learning communities: *why* they are important, a working hypothesis about *what* is critical to their success and what research reveals about *how* to achieve that success. The talk's practical aim is to identify features of diverse learning communities—schools, universities and academic disciplines—that while good for all students, are especially helpful for minority students

generally, and for women in STEM fields. The talk will also explore the psychological significance of community and its role in learning.

As our campuses diversify, we are brought together into states of “*churn*.” Psychologist and university leader Claude Steele uses this term to describe the mental and physical stress we can feel in a situation over possibly being seen and treated in terms of bad images of our group. Whether “our group” is white or black, high- or low-income, Christian or Muslim, LGBTQ or straight, or almost any group in relationship to another, churn captures what makes diversity uncomfortable for people. It is a state of suspended trust: Given my identity, how will I fare in this situation? Will I be valued? Treated fairly? Do I have a chance here?

Audience: Students, faculty, and staff were invited to attend.

Number of attendees: 22 faculty/staff

April 25, 2023

Presentation Name: Authentic Personal Branding

Presenter: Grace Tiscareño-Sato

Description: Students come to Northwood Tech for specific skills training to transition into new careers. Therefore, they need personal branding skills to sell their potential employers on their unique value. This event will be hosted virtually on MS Teams for students at all Northwood Tech campuses.

Audience: Students, faculty, and staff were invited to attend.

Number of attendees: 16 faculty/staff

May 25, 2023

Presentation Name: Secrets of Universal Design for Learning for Tech College Faculty

Presenter: Dr. Thomas Tobin

Description: To help make educational materials and practices inclusive and useful for all learners, this interactive keynote radically reflects on how instructors and course designers in technical colleges can adopt Universal Design for Learning in order to create learning interactions that provide students with more time for study and practice in their busy days: broaden our focus away from learners with disabilities and toward a larger ease-of-use/general-inclusion framework that respects the ways in which adult and career-focused learners engage with our institutions.

Audience: Faculty were required to attend. Staff were invited to attend.

Number of attendees: 182 faculty/staff

Online Course – First Nations E-Learning

Description: Goal: To increase American Indian students’ potential for success by gaining an understanding and knowledge of some of the terms, legislation, and Intergenerational trauma that First Nations students have endured.

Audience: Available to all faculty and staff.

Number of attendees: 496 faculty/staff

Online Course – Nontraditional Paths: Fostering a Sense of Belonging at Northwood Tech

Description: Increasing gender diversity in Northwood Tech programs can have a significant impact on our culture and within our communities. This course aims to: define Nontraditional Occupation Students, explain the importance of increasing gender diversity across occupations, explore testimonials

from students in nontraditional occupations, and share practical tips for cultivating a sense of belonging throughout our campuses.

Audience: Available to all faculty and staff.

Number of attendees: 488 faculty/staff

Online Course - Prosocial Bystander Training

Description: In this course you will learn how prosocial behavior can have a significant impact on psychological and physical safety for your co-workers and our students. It is our culture at Northwood Tech to speak up and say something or do something when we see another in need. We want you to be empowered to safely intervene and care for your community member, and this course is a first step in that process.

Audience: Available to all faculty and staff.

Number of attendees: 18 faculty/staff

Online Course - Diversity 101 Course

Description: This course provides basic information regarding diversity at Northwood Technical College.

Audience: Included in New Employee Orientation module.

Number of attendees: 10 faculty/staff

Online Course – Inclusive Interviewing: Hiring the Future of Northwood Tech

Description: We all know that employment interviews can be stressful, and not just for the interview candidate! When you are asked to participate on a recruitment team, you may be concerned about what questions to ask, how to fairly assess each candidate, or even what policies and laws cover this process. All are valid concerns which can be remedied if we embrace the motto: “Be prepared!” This course will assist you in being prepared to select future employees at Northwood Technical College.

Audience: Faculty and staff serving on hiring committees.

Number of attendees: 114 faculty/staff

Section 3 – Policy Changes

G-112 & J-120 - Non-Discrimination/Non-Harassment Compliance Policy

G-113 & J-121 - Unlawful Discrimination/Harassment/Sexual Harassment/Sexual Misconduct/Sexual Violence Complaints Policy

G-113A & J-121A & J-220A - Unlawful Discrimination/Harassment/Sexual Harassment/Sexual Misconduct/Sexual Violence Complaints Procedure

G-113B - Unlawful Discrimination/Harassment/Sexual Harassment/Sexual Misconduct/Sexual Violence Complaints Grievance Procedure

G-111 & 111A – Disability Accommodation Policy and Procedure

Section 4 – Evaluation and Monitoring

Evaluation and monitoring activities are completed through the efforts of DEI Team subgroups, reports generated in the client reporting system and through the efforts of our Talent and Culture Department.

Section 5 – Data Analysis

Affirmative Action Compliance Report (Employee) Data Analysis

- The College has a continued gap in the percentage of employees who belong to a racial/ethnic minority group (3.31%) compared to the district’s workforce population who belong to a racial/ethnic minority group (7.67%). This difference of 4.37% is flagged as “may be out of compliance.”
 - There is a gap in employees who belong to a racial/ethnic minority group in all employee groups except Clerical/Secretarial.
- There are large gaps in the percentage of employees identifying as female in the Skilled Crafts (-40.35%) and Service/Maintenance (-39.69%) employee groups compared to the district’s workforce population identifying as female.
- There are gaps in the percentage of employees with disabilities in the Skilled Crafts (-10.96%) and Technical/Paraprofessional (-3.00%) employee groups compared to the district’s workforce population with disabilities.
- The College continues to acknowledge that, because of smaller sample sizes within these groups, minor changes in staffing may cause significant percentage changes.

Client Reporting System (Student) Data Analysis

- The percentage of enrolled students in all racial and ethnic minority groups at Northwood Tech (12.53%, excluding Unknown Race) continued to exceed the percentage of adults in the Northwood Tech district who belong to racial and ethnic minority groups (7.67%) (CLI660A).
- There is a nearly 2% difference in the percentage of students who belong to a racial/ethnic minority group enrolled at the College compared to the percentage of graduates who belong to a racial/ethnic minority group. This is flagged as “may be out of compliance,” (CLI660B).
- There remains a greater percentage of adults in the Northwood Tech district with Limited English Proficiency (LEP) (1.45%) than is being served by the College (0.04%), which is also flagged as “may be out of compliance.” (CLI690)

AFFIRMATIVE ACTION COMPLIANCE REPORT

Fiscal Year: 2022-23

District: Northwood Technical College

Date Completed: 7/25/2023

All Staff

Factors for Consideration	Total	Female	Disability	Race/ Ethnic	American Indian	Asian American	Black	Hispanic	Pacific Islander	Multi- Racial	Unknown Race
Employees (1) Count	393	261	27	13	6	1	1	4	1	0	1
Employees (1) Percent		66.41%	6.87%	3.31%	1.53%	0.25%	0.25%	1.04%	0.25%	0.00%	0.25%
Work Force (2) Count	160,116	75,928	12,353	12,286	2,508	1,445	1,077	3,310	77	3,869	N/A
Work Force (2) Percent		47.42%	7.72%	7.67%	1.57%	0.90%	0.67%	2.07%	0.05%	2.42%	N/A
% Difference (3)		18.99%	-0.84%	-4.37%	-0.04%	-0.65%	-0.42%	-1.05%	0.21%	-2.42%	
Quotient (4)		1.40	0.89	0.43	0.97	0.28	0.38	0.49	5.29	0.00	
Female Difference (5)	74.64										
Racial Difference (6)	17.16										

** RACE/ETHNIC ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE **

** HISPANIC ALL STAFF POPULATION MAY BE OUT OF COMPLIANCE **

** MULTI RACIAL ALL STAFF 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)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
AFFIRMATIVE ACTION COMPLIANCE REPORT

Fiscal Year: 2022-23
 District: Northwood Technical College
 Date Completed: 7/25/2023

Administrative

Factors for Consideration	Total	Female	Disability	Race/Ethnic	American Indian	Asian American	Black	Hispanic	Pacific Islander	Multi-Racial	Unknown Race
Employees (1) Count	105	70	6	4	1	0	0	3	0	0	0
Employees (1) Percent		66.67%	5.71%	3.81%	0.95%	0.00%	0.00%	2.86%	0.00%	0.00%	0.00%
Work Force (2) Count	14,908	6,540	880	827	126	37	91	230	0	343	N/A
Work Force (2) Percent		43.87%	5.90%	5.55%	0.85%	0.25%	0.61%	1.54%	0.00%	2.30%	N/A
% Difference (3)		22.80%	-0.91%	-1.74%	0.11%	-0.25%	-0.61%	1.31%	0.00%	-2.30%	
Quotient (4)		1.52	0.97	0.69	1.13	0.00	0.00	1.85	0.00	0.00	
Female Difference (5)	23.94										
Racial Difference (6)	1.82										

** RACE/ETHNIC 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)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
AFFIRMATIVE ACTION COMPLIANCE REPORT

Fiscal Year: 2022-23
 District: Northwood Technical College
 Date Completed: 7/25/2023

Faculty

Factors for Consideration	Total	Female	Disability	Race/Ethnic	American Indian	Asian American	Black	Hispanic	Pacific Islander	Multi-Racial	Unknown Race
Employees (1) Count	101	72	11	4	2	0	1	1	0	0	0
Employees (1) Percent		71.29%	10.89%	3.96%	1.98%	0.00%	0.99%	0.99%	0.00%	0.00%	0.00%
Work Force (2) Count	998	568	32	247	13	103	0	36	17	78	N/A
Work Force (2) Percent		56.91%	3.21%	24.75%	1.30%	10.32%	0.00%	3.61%	1.70%	7.82%	N/A
% Difference (3)		14.37%	7.68%	-20.79%	0.68%	-10.32%	0.99%	-2.62%	-1.70%	-7.82%	
Quotient (4)		1.25	3.40	0.16	1.52	0.00	0.00	0.27	0.00	0.00	
Female Difference (5)	14.52										
Racial Difference (6)	21.00										

** RACE/ETHNIC FACULTY POPULATION MAY BE OUT OF COMPLIANCE **
 ** ASIAN AMERICAN FACULTY POPULATION MAY BE OUT OF COMPLIANCE **
 ** HISPANIC FACULTY POPULATION MAY BE OUT OF COMPLIANCE **
 ** PACIFIC ISLANDER 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)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
AFFIRMATIVE ACTION COMPLIANCE REPORT

Fiscal Year: 2022-23
 District: Northwood Technical College
 Date Completed: 7/25/2023

Professional Non-Faculty

Factors for Consideration	Total	Female	Disability	Race/Ethnic	American Indian	Asian American	Black	Hispanic	Pacific Islander	Multi-Racial	Unknown Race
Employees (1) Count	22	18	1	1	0	1	0	0	0	0	0
Employees (1) Percent		81.82%	4.55%	4.55%	0.00%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%
Work Force (2) Count	3950	2,550	161	228	49	26	0	71	0	82	N/A
Work Force (2) Percent		64.66%	4.08%	5.77%	1.24%	0.66%	0.00%	1.80%	0.00%	2.08%	N/A
% Difference (3)		17.16%	0.47%	-1.23%	-1.24%	3.89%	0.00%	-1.80%	0.00%	-2.08%	
Quotient (4)		1.27	1.12	0.79	0.00	6.91	0.00	0.00	0.00	0.00	
Female Difference (5)	3.78										
Racial Difference (6)	0.27										

** RACE/ETHNIC PROFESSIONAL NON-FACULTY POPULATION MAY BE OUT OF COMPLIANCE **
 ** AMERICAN INDIAN PROFESSIONAL NON-FACULTY POPULATION MAY BE OUT OF COMPLIANCE **
 ** HISPANIC PROFESSIONAL NON-FACULTY POPULATION MAY BE OUT OF COMPLIANCE **
 ** MULTI RACIAL PROFESSIONAL NON-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)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
AFFIRMATIVE ACTION COMPLIANCE REPORT

Fiscal Year: 2022-23
 District: Northwood Technical College
 Date Completed: 7/25/2023

Clerical/Secretarial

Factors for Consideration	Total	Female	Disability	Race/Ethnic	American Indian	Asian American	Black	Hispanic	Pacific Islander	Multi-Racial	Unknown Race
Employees (1) Count	27	25	5	2	1	0	0	0	1	0	0
Employees (1) Percent		92.59%	18.52%	7.41%	3.70%	0.00%	0.00%	0.00%	3.70%	0.00%	0.00%
Work Force (2) Count	5,887	5,320	522	388	1216	19	12	40	0	104	N/A
Work Force (2) Percent		90.37%	8.87%	6.59%	3.67%	0.34%	0.20%	0.68%	0.00%	1.77%	N/A
% Difference (3)		2.22%	9.65%	0.82%	0.03%	-0.34%	-0.20%	-0.68%	3.70%	-1.77%	
Quotient (4)		1.02	2.09	1.12	1.01	0.00	0.00	0.00	0.00	0.00	
Female Difference (5)	0.60										
Racial Difference (6)	0.22										

** MULTI RACIAL 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)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
AFFIRMATIVE ACTION COMPLIANCE REPORT

Fiscal Year: 2022-23
 District: Northwood Technical College
 Date Completed: 7/25/2023

Technical/Paraprofessional

Factors for Consideration	Total	Female	Disability	Race/Ethnic	American Indian	Asian American	Black	Hispanic	Pacific Islander	Multi-Racial	Unknown Race
Employees (1) Count	89	70	3	1	1	0	0	0	0	0	0
Employees (1) Percent		78.65%	3.37%	1.12%	1.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Work Force (2) Count	3,298	2,008	210	199	6	12	29	37	0	115	N/A
Work Force (2) Percent		60.89%	6.37%	6.03%	0.18%	0.36%	0.88%	1.12%	0.00%	3.49%	N/A
% Difference (3)		17.77%	-3.00%	-4.91%	0.94%	-0.36%	-0.88%	-1.12%	0.00%	-3.49%	
Quotient (4)		1.29	0.53	0.19	6.18	0.00	0.00	0.00	0.00	0.00	
Female Difference (5)	15.81										
Racial Difference (6)	4.37										

** DISABILITY TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE **
 ** RACE/ETHNIC TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE **
 ** HISPANIC TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE **
 ** MULTI-RACIAL 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)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
AFFIRMATIVE ACTION COMPLIANCE REPORT

Fiscal Year: 2022-23
 District: Northwood Technical College
 Date Completed: 7/25/2023

Skilled Crafts

Factors for Consideration	Total	Female	Disability	Race/ Ethnic	American Indian	Asian American	Black	Hispanic	Pacific Islander	Multi- Racial	Unknown Race
Employees (1) Count	34	4	1	0	0	0	0	0	0	0	1
Employees (1) Percent		11.76%	2.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.94%
Work Force (2) Count	3,446	1,796	479	423	90	53	29	135	0	116	N/A
Work Force (2) Percent		52.12%	13.90%	12.28%	2.61%	1.54%	0.84%	3.92%	0.00%	3.37%	N/A
% Difference (3)		-40.35%	-10.96%	-12.28%	-2.61%	-1.54%	-0.84%	-3.92%	0.00%	-3.37%	
Quotient (4)		0.23	0.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Female Difference (5)	13.72										
Racial Difference (6)	4.17										

**** 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)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
AFFIRMATIVE ACTION COMPLIANCE REPORT

Fiscal Year: 2022-23
 District: Northwood Technical College
 Date Completed: 7/25/2023

Service/Maintenance

Factors for Consideration	Total	Female	Disability	Race/ Ethnic	American Indian	Asian American	Black	Hispanic	Pacific Islander	Multi- Racial	Unknown Race
Employees (1) Count	15	2	0	1	1	0	0	0	0	0	0
Employees (1) Percent		13.33%	0.00%	6.67%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Work Force (2) Count	14,091	7,471	1,609	1,649	470	219	66	393	0	501	N/A
Work Force (2) Percent		53.02%	11.42%	11.70%	3.34%	1.55%	0.47%	2.79%	0.00%	3.56%	N/A
% Difference (3)		-39.69%	-11.42%	-5.04%	3.33%	-1.55%	-0.47%	-2.79%	0.00%	-3.56%	
Quotient (4)		0.25	0.00	0.57	2.00	0.00	0.00	0.00	0.00	0.00	
Female Difference (5)	5.95										
Racial Difference (6)	0.76										

** 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 **
 ** ASIAN AMERICAN SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **
 ** HISPANIC SERVICE/MAINTENANCE 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)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023

Client Reporting System
CLI660A Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

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
Total Enrollment (1) Count	5,099	172	84	104	161	4,365	7	111	95
Total Enrollment (1) Percent		3.37%	1.65%	2.04%	3.16%	85.61%	0.14%	2.18%	1.86%
District POP (2) Count	160,116	2,508	1,445	1,077	3,310	147,830	77	3,869	
District POP (2) Percent		1.57%	0.90%	0.67%	2.07%	92.33%	0.05%	2.42%	
% Difference (3)		1.81%	0.74%	1.37%	1.09%	-6.72%	0.9%	-0.24%	

All Programs – Graduate Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Graduates (4) Count	1,271	39	12	26	41	1,114	2	16	21
Total Graduates (4) Percent		3.07%	0.94%	2.05%	3.23%	87.65%	0.16%	1.26%	1.65%
Total Enrollment (1) Count	5,099	172	84	104	161	4,365	7	111	95
Total Enrollment (1) Percent		3.37%	1.65%	2.04%	3.16%	85.61%	0.14%	2.18%	1.86%
% Difference (3)		-0.30%	-0.70%	0.01%	0.07%	2.04%	0.02%	-0.92%	-0.21%

- (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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)
 Percent=Count/Total

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023

Client Reporting System
CLI660A Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Agriculture – Enrollee Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Enrollment (1) Count	120	2	3	2	3	105	1	1	3
Total Enrollment (1) Percent		1.67%	2.50%	1.67%	2.50%	87.50%	0.83%	0.83%	2.50%
District POP (2) Count	160,116	2,508	1,445	1,077	3,310	147,830	77	3,869	
District POP (2) Percent		1.57%	0.90%	0.67%	2.07%	92.33%	0.05%	2.42%	
% Difference (3)		0.10%	1.60%	0.99%	0.43%	-4.83%	0.79%	-1.58%	

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

Agriculture – Graduate Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Graduates (4) Count	25	0	0	1	0	24	0	0	0
Total Graduates (4) Percent		0.00%	0.00%	4.00%	0.00%	96.00%	0.00%	0.00%	0.00%
Total Enrollment (1) Count	120	2	3	2	3	105	1	1	3
Total Enrollment (1) Percent		1.67%	2.50%	1.67%	2.50%	87.50%	0.83%	0.83%	2.50%
% Difference (3)		-1.67%	-2.50%	2.33%	-2.50%	8.50%	-0.83%	-0.83%	-2.50%

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

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

** HISPANIC 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 Count

Northwood Technical College
Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
Annual Update for Fiscal Year 2023

(5) (Student Graduate Count% - Student Program or Course Enrollment Count%)
Percent=Count/Total

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023

Client Reporting System
CLI660A Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Business – Enrollee Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Enrollment (1) Count	1,710	55	35	32	57	1,456	2	46	27
Total Enrollment (1) Percent		3.22%	2.05%	1.87%	3.33%	85.15%	0.12%	2.69%	1.58%
District POP (2) Count	160,116	2,508	1,445	1,077	3,310	147,830	77	3,869	
District POP (2) Percent		1.57%	0.90%	0.67%	2.07%	92.33%	0.05%	2.42%	
% Difference (3)		1.65%	1.14%	1.20%	1.27%	-7.18%	0.07%	0.27%	

Business – Graduate Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Graduates (4) Count	193	3	4	4	4	174	0	0	4
Total Graduates (4) Percent		1.55%	2.07%	2.07%	2.07%	90.16%	0.00%	0.00%	2.07%
Total Enrollment (1) Count	1,710	55	35	32	57	1,456	2	46	27
Total Enrollment (1) Percent		3.22%	2.05%	1.87%	3.33%	85.15%	0.12%	2.69%	1.58%
% Difference (3)		-1.66%	0.03%	0.20%	-1.26%	5.01%	-0.12%	-2.69%	0.49%

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

** HISPANIC 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 Count

Northwood Technical College
Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
Annual Update for Fiscal Year 2023

(5) (Student Graduate Count% - Student Program or Course Enrollment Count%)
Percent=Count/Total

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023

Client Reporting System
CLI660A Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

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
Total Enrollment (1) Count	262	15	2	5	13	218	0	6	3
Total Enrollment (1) Percent		5.73%	0.76%	1.91%	4.96%	83.21%	0.00%	2.29%	1.15%
District POP (2) Count	160,116	2,508	1,445	1,077	3,310	147,830	77	3,869	
District POP (2) Percent		1.57%	0.90%	0.67%	2.07%	92.33%	0.05%	2.42%	
% Difference (3)		4.16%	-0.14%	1.24%	2.89%	-9.12%	-0.05%	-0.13%	

Family & Consumer Ed – Graduate Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Graduates (4) Count	95	4	0	2	3	83	0	1	2
Total Graduates (4) Percent		4.21%	0.00%	2.11%	3.16%	87.37%	0.00%	1.05%	2.11%
Total Enrollment (1) Count	262	15	2	5	13	218	0	6	3
Total Enrollment (1) Percent		5.73%	0.76%	1.91%	4.96%	83.21%	0.00%	2.29%	1.15%
% Difference (3)		-1.51%	-0.76%	0.20%	-1.80%	4.16%	0.00%	-1.24%	0.96%

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

** HISPANIC 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 Count

Northwood Technical College
Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
Annual Update for Fiscal Year 2023

(5) (Student Graduate Count% - Student Program or Course Enrollment Count%)
Percent=Count/Total

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023

Client Reporting System
CLI660A Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

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
Total Enrollment (1) Count	326	8	4	4	6	275	0	7	22
Total Enrollment (1) Percent		2.45%	1.23%	1.23%	1.84%	84.36%	0.00%	2.15%	6.75%
District POP (2) Count	160,116	2,508	1,445	1,077	3,310	147,830	77	3,869	
District POP (2) Percent		1.57%	0.90%	0.67%	2.07%	92.33%	0.05%	2.42%	
% Difference (3)		0.89%	0.32%	0.55%	-0.23%	-7.97%	-0.05%	-0.27%	

General Ed – Graduate Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Graduates (4) Count	0	0	0	0	0	1	0	0	0
Total Graduates (4) Percent		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Total Enrollment (1) Count	326	8	4	4	6	275	0	7	22
Total Enrollment (1) Percent		2.45%	1.23%	1.23%	1.84%	84.36%	0.00%	2.15%	6.75%
% Difference (3)		-2.45%	-1.23%	-1.23%	-1.84%	15.64%	0.00%	-2.15%	-6.75%

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

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023

Client Reporting System
CLI660A Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Health – Enrollee Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Enrollment (1) Count	1,201	41	26	31	45	1,032	2	11	13
Total Enrollment (1) Percent		3.41%	2.16%	2.58%	3.75%	85.93%	0.17%	92%	1.08%
District POP (2) Count	160,116	2,508	1,445	1,077	3,310	147,830	77	3,869	
District POP (2) Percent		1.57%	0.90%	0.67%	2.07%	92.33%	0.05%	2.42%	
% Difference (3)		1.85%	1.85%	1.91%	1.68%	-6.40%	0.12%	-1.50%	

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

Health – Graduate Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Graduates (4) Count	480	12	5	12	22	415	1	8	5
Total Graduates (4) Percent		2.50%	1.04%	2.50%	4.58%	86.46%	0.21%	1.67%	1.04%
Total Enrollment (1) Count	1,201	41	26	31	45	1,032	2	11	13
Total Enrollment (1) Percent		3.41%	2.16%	2.58%	3.75%	85.93%	0.17%	0.92%	1.08%
% Difference (3)		-0.91%	-1.12%	-0.08%	0.84%	0.53%	0.04%	0.75%	-0.04%

** 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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)
 Percent=Count/Total

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023

Client Reporting System
CLI660A Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Industrial – Enrollee Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Enrollment (1) Count	857	19	6	17	16	755	0	27	17
Total Enrollment (1) Percent		2.22%	0.70%	1.98%	1.87%	88.10%	0.00%	3.15%	1.98%
District POP (2) Count	160,116	2,508	1,445	1,077	3,310	147,830	77	3,869	
District POP (2) Percent		1.57%	0.90%	0.67%	2.07%	92.33%	0.05%	2.42%	
% Difference (3)		0.65%	-0.20%	1.31%	-0.20%	-4.23%	-0.05%	0.73%	

Industrial – Graduate Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Graduates (4) Count	288	9	2	4	6	257	0	3	7
Total Graduates (4) Percent		3.13%	0.69%	1.39%	2.08%	89.24%	0.00%	1.04%	2.43%
Total Enrollment (1) Count	857	19	6	17	16	755	0	27	17
Total Enrollment (1) Percent		2.22%	0.70%	1.98%	1.87%	88.10%	0.00%	3.15%	1.98%
% Difference (3)		0.91%	-0.01%	-0.59%	0.22%	1.14%	0.00%	-2.11%	0.45%

** 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 Count
- (5) (Student Graduate Count% - Student Program Or Course Enrollment Count%) Percent=Count/Total

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023

Client Reporting System
CLI660A Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Marketing – Enrollee Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Enrollment (1) Count	220	2	3	5	7	192	0	6	5
Total Enrollment (1) Percent		0.91%	1.36%	2.27%	3.18%	87.27%	0.00%	2.73%	2.27%
District POP (2) Count	160,116	2,508	1,445	1,077	3,310	147,830	77	3,869	
District POP (2) Percent		1.57%	0.90%	0.67%	2.07%	92.33%	0.05%	2.42%	
% Difference (3)		-0.66%	0.46%	1.60%	1.11%	-5.05%	-0.05%	0.31%	

Marketing – Graduate Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Graduates (4) Count	39	2	0	0	1	33	0	1	2
Total Graduates (4) Percent		5.13%	0.00%	0.00%	2.56%	84.62%	0.00%	2.56%	5.13%
Total Enrollment (1) Count	220	2	3	5	7	192	0	6	5
Total Enrollment (1) Percent		0.91%	1.36%	2.27%	3.18%	87.27%	0.00%	2.73%	2.27%
% Difference (3)		4.22%	-1.36%	-2.27%	-0.62%	-2.66%	0.00%	-0.16%	2.86%

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

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

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660A Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Service – Enrollee Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Enrollment (1) Count	303	23	4	6	12	247	1	7	3
Total Enrollment (1) Percent		7.59%	1.32%	1.98%	3.96%	81.52%	0.33%	2.31%	0.99%
District POP (2) Count	160,116	2,508	1,445	1,077	3,310	147,830	77	3,869	
District POP (2) Percent		1.57%	0.90%	0.67%	2.07%	92.33%	0.05%	2.42%	
% Difference (3)		6.02%	0.42%	1.31%	1.89%	-10.81%	0.28%	-0.11%	

Service – Graduate Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Graduates (4) Count	100	8	1	2	4	81	1	3	0
Total Graduates (4) Percent		8.00%	1.00%	2.00%	4.00%	81.00%	1.00 %	3.00%	0.00%
Total Enrollment (1) Count	303	23	4	6	12	247	1	7	3
Total Enrollment (1) Percent		7.59%	1.32%	1.98%	3.96%	81.52%	0.33%	2.31%	0.99%
% Difference (3)		0.41%	-0.32%	0.02%	0.04%	-0.52%	0.67%	0.69 %	-0.99%

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660A Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Technical & TV – Enrollee Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Enrollment (1) Count	100	7	1	2	2	85	1	0	2
Total Enrollment (1) Percent		7.00%	1.00%	2.00%	2.00%	85.00%	1.00%	0.00%	2.00%
District POP (2) Count	160,116	2,508	1,445	1,077	3,310	147,830	77	3,869	
District POP (2) Percent		1.57%	0.90%	0.67%	2.07%	92.33%	0.05%	2.42%	
% Difference (3)		5.43%	0.10%	1.33%	-0.07%	-7.33%	0.95%	-2.42%	

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

Technical & TV – Graduate Comparison

Factors for Consideration	Total Population	Native American Alaskan Native	Asian	Black	Hispanic	White	Native Hawaiian Pacific Islander	Multi-Race	Unknown Race
Total Graduates (4) Count	50	1	0	1	1	46	0	0	1
Total Graduates (4) Percent		2.00%	0.00%	2.00%	2.00%	92.00%	0.00%	0.00%	2.00%
Total Enrollment (1) Count	100	7	1	2	2	85	1	0	2
Total Enrollment (1) Percent		7.00%	1.00%	2.00%	2.00%	85.00%	1.00%	0.00%	2.00%
% Difference (3)		-5.00%	-1.00%	0.00%	0.00 %	7.00%	-1.00%	0.00%	0.00%

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

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

** NATIVE HAWAIIAN/PACIFIC ISLANDER GRADS POPULATION MAY BE OUT OF COMPLIANCE **

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660B Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

All Programs – Enrollee Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Enrollment (1) Count	5,099	2,848	535	639
Total Enrollment (1) Percent		55.85%	10.49%	12.53%
District POP (2) Count	160,116	75,928	12,353	12,286
District POP (2) Percent		47.42	7.72%	7.67%
% Difference (3)		8.43%	2.78%	4.86%

All Programs – Graduate Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Graduates (4) Count	1,221	750	155	136
Total Graduates (4) Percent		59.01%	12.20%	10.70%
Total Enrollment (1) Count	5,099	2,848	535	639
Total Enrollment (1) Percent		55.85%	10.49%	12.53%
% Difference (3)		3.15%	1.70%	-1.83%

** 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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660B Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Agriculture – Enrollee Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Enrollment (1) Count	120	97	20	12
Total Enrollment (1) Percent		80.83%	16.67%	10.00%
District POP (2) Count	160,116	75,928	12,353	12,286
District POP (2) Percent		47.42%	7.72%	7.67%
% Difference (3)		33.41%	8.95%	2.33%

Agriculture – Graduate Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Graduates (4) Count	25	18	2	1
Total Graduates (4) Percent		72.00%	8.00%	4.00%
Total Enrollment (1) Count	120	97	20	12
Total Enrollment (1) Percent		80.83%	16.67%	10.00%
% Difference (3)		-8.83%	-8.67%	-6.00%

** 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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660B Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Business – Enrollee Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Enrollment (1) Count	1,710	921	143	227
Total Enrollment (1) Percent		53.86%	8.36%	13.27%
District POP (2) Count	160,116	75,928	12,353	12,286
District POP (2) Percent		47.42%	7.72%	7.67%
% Difference (3)		6.44%	0.65%	5.60%

Business – Graduate Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Graduates (4) Count	193	122	21	15
Total Graduates (4) Percent		63.21%	10.88%	7.77%
Total Enrollment (1) Count	1,710	921	143	227
Total Enrollment (1) Percent		53.86%	8.36%	13.27%
% Difference (3)		9.35%	2.52%	-5.50%

** 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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660B Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Family & Consumer Ed – Enrollee Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Enrollment (1) Count	262	250	43	41
Total Enrollment (1) Percent		95.42%	16.41%	15.65%
District POP (2) Count	160,116	75,928	12,353	12,286
District POP (2) Percent		47.42%	7.72%	7.67%
% Difference (3)		48.00%	8.70%	7.98%

Family & Consumer Ed – Graduate Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Graduates (4) Count	95	93	15	10
Total Graduates (4) Percent		97.89%	15.79%	10.53%
Total Enrollment (1) Count	262	250	43	41
Total Enrollment (1) Percent		95.42%	16.41%	15.65%
% Difference (3)		2.47%	-0.62%	-5.12%

** 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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660B Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

General Ed – Enrollee Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Enrollment (1) Count	326	187	17	29
Total Enrollment (1) Percent		57.36%	5.21%	8.90%
District POP (2) Count	160,116	75,928	12,353	12,286
District POP (2) Percent		47.42%	7.72%	7.67%
% Difference (3)		9.94%	-2.50%	1.22%

** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

General Ed – Graduate Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Graduates (4) Count	1	0	0	0
Total Graduates (4) Percent		0.00%	0.00%	0.00%
Total Enrollment (1) Count	326	187	17	29
Total Enrollment (1) Percent		57.36%	5.21%	8.90%
% Difference (3)		-57.36%	-5.21%	-8.90%

** 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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660B Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Health – Enrollee Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Enrollment (1) Count	1,201	1,002	129	156
Total Enrollment (1) Percent		83.43%	10.74%	12.99%
District POP (2) Count	160,116	75,928	12,353	12,286
District POP (2) Percent		47.42%	7.72%	7.67%
% Difference (3)		36.01%	3.03%	5.32%

Health – Graduate Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Graduates (4) Count	480	397	44	60
Total Graduates (4) Percent		82.71%	9.17%	12.50%
Total Enrollment (1) Count	1,201	1,002	129	156
Total Enrollment (1) Percent		83.43%	10.74%	12.99%
% Difference (3)		-0.72%	-1.57%	-0.49%

** 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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660B Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Industrial – Enrollee Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Enrollment (1) Count	857	77	63	85
Total Enrollment (1) Percent		8.98%	7.35%	9.92%
District POP (2) Count	160,116	75,928	12,353	12,286
District POP (2) Percent		47.42%	7.72%	7.67%
% Difference (3)		-38.44%	-0.36%	2.25%

** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

Industrial – Graduate Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Graduates (4) Count	288	26	25	24
Total Graduates (4) Percent		9.03%	8.68%	8.33%
Total Enrollment (1) Count	857	77	63	85
Total Enrollment (1) Percent		8.98%	7.35%	9.92%
% Difference (3)		0.04%	1.33%	-1.58%

** 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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660B Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Marketing – Enrollee Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Enrollment (1) Count	220	114	34	23
Total Enrollment (1) Percent		51.82%	15.45%	10.45%
District POP (2) Count	160,116	75,928	12,353	12,286
District POP (2) Percent		47.42%	7.72%	7.67%
% Difference (3)		4.40%	7.74%	2.78%

Marketing – Graduate Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Graduates (4) Count	39	22	24	4
Total Graduates (4) Percent		56.41%	61.54%	10.26%
Total Enrollment (1) Count	220	114	34	23
Total Enrollment (1) Percent		51.82%	15.45%	10.45%
% Difference (3)		4.59%	46.08%	-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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660B Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Service – Enrollee Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Enrollment (1) Count	303	174	62	53
Total Enrollment (1) Percent		75,928%	20.46%	17.49%
District POP (2) Count	160,116	75,928	12,353	12,286
District POP (2) Percent		47.42%	7.72%	7.67%
% Difference (3)		10.01%	12.75%	9.82%

Service – Graduate Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Graduates (4) Count	100	65	19	19
Total Graduates (4) Percent		65.00%	19.00%	19.00%
Total Enrollment (1) Count	303	174	62	53
Total Enrollment (1) Percent		57.43%	20.46%	17.49%
% Difference (3)		7.57%	-1.46%	1.51%

** 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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI660B Compliance Indicator I - Program Areas
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Technical & TV – Enrollee Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Enrollment (1) Count	100	26	24	13
Total Enrollment (1) Percent		26.00%	24.00%	13.00%
District POP (2) Count	160,116	75,928	12,353	12,286
District POP (2) Percent		47.42%	7.72%	7.67%
% Difference (3)		-21.42%	16.28%	5.33%

** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

Technical & TV – Graduate Comparison

Factors for Consideration	Total Population	Female	Disabled	Minority
Total Graduates (4) Count	50	7	5	3
Total Graduates (4) Percent		14.00%	10.00%	6.00%
Total Enrollment (1) Count	100	26	24	13
Total Enrollment (1) Percent		26.00%	24.00%	13.00%
% Difference (3)		-12.00%	-14.00%	-7.00%

** 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 Count
- (5) (Student Graduate Count% - Student Program or Course Enrollment Count%)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023

Client Reporting System
CLI670 Compliance Indicator II – Sex

Fiscal Year: 2023

District: Northwood Technical College

Date Completed: 7/25/2023

Enrollee Comparison

Factors for Consideration	Total Population	Female	Male	Unknown Sex
Total Enrollment (1) Count	5,102	2,849	2,240	13
Total Enrollment (1) Percent		55.84%	43.90%	0.25%
District POP (2) Count	160,116	75,928	84,188	0
District POP (2) Percent		47.42%	52.58%	0.00%
% Difference (3)		8.42%	-8.68%	
Quotient (4)		1.18	0.84	
Difference = 435.76				

Graduate Comparison

Factors for Consideration	Total Population	Female	Male	Unknown Sex
Total Graduates (5) Count	1,272	750	522	0
Total Graduates (5) Percent		58.96%	41.04%	0.00%
Total Enrollment (1) Count	5,102	2,849	2,240	13
Total Enrollment (1) Percent		55.84%	43.90%	0.25%
% Difference (6)		3.12%	-2.87%	
Quotient (7)		1.06	0.93	
Difference = 37.89				

- (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 or Course Enrollment Count% / District Population Value from Census Records%)
- (5) Student Graduate Count
- (6) (Student Graduate Count% - Student Program or Course Enrollment Count%)
- (7) (Student Graduate Count% / Student Program or Course Enrollment Count%)

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI680 Compliance Indicator III – Disabled
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Enrollee Comparison

Factors for Consideration	Total Population	Disabled
Total Enrollment (1) Count	5,099	535
Total Enrollment (1) Percent		10.49%
Working Age Population (2) Count	160,116	12,353
Working Age Population (2) Percent		7.72%
% Difference (3)		2.78%
Quotient (4)		1.36
Difference = 141.61		

Graduate Comparison

Factors for Consideration	Total Population	Disabled
Total Graduates (5) Count	1,271	155
Total Graduates (5) Percent		12.20%
Total Enrollment (1) Count	5,099	535
Total Enrollment (1) Percent		10.49%
% Difference (6)		1.70%
Quotient (7)		1.16
Difference = 21.64		

Northwood Technical College
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)
 Annual Update for Fiscal Year 2023
Client Reporting System
CLI690 Compliance Indicator IV – LEP
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2023
 District: Northwood Technical College
 Date Completed: 7/25/2023

Enrollee Comparison

Factors for Consideration	Total Population	LEP
Total Enrollment (1) Count	5,099	2
Total Enrollment (1) Percent		0.04%
Adult POP (2) Count	160,116	2,317
Adult POP (2) Percent		1.45%
% Difference (3)		-1.41%
Quotient (4)		0.03
Difference = 71.79		

** ENROLLMENT LEP POPULATION MAY BE OUT OF COMPLIANCE **

Graduate Comparison

Factors for Consideration	Total Population	LEP
Total Graduates (5) Count	1,271	1
Total Graduates (5) Percent		0.08%
Total Enrollment (1) Count	5,099	2
Total Enrollment (1) Percent		0.04%
% Difference (6)		0.04%
Quotient (7)		2.01
Difference = 0.50		