



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

**Annual Update for Fiscal Year 2022**

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## 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 FY22, the DEI Team restructured from 12 work groups to 5 to better align various goals, including those within the Affirmative Action Plan, Strategic Plan, Local Equity Report, and professional development initiatives. Team members had the opportunity to provide feedback regarding the restructure and elect the work group(s) in which they wish to participate. Work groups met a total of 29 times in FY22 and will continue to meet regularly through the Five-Year Plan duration.

### **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  | Human Resources                      | 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  |

- Developed First Nations Resource Guide with intent to publish in early FY23 on the College’s library site, which is available to staff, students, and the public
- In process of creating a reference document for financial aid staff on funding and eligibility for each tribe in our district; create an opportunity for a meet-and-greet with tribal education directors
- Tom Barbano participated in the Wisconsin DPI American Indian Studies Summer Institute; resulted in gaining a better understanding of issues relating to the history, culture, and tribal sovereignty of the American Indian nations and tribal communities in Wisconsin
- Developing a First Nations training for staff FY23 professional development compliance

**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<br>FY22-23 – Work group is currently researching best practices for equitable interview questions and appropriate responses<br>FY23 – Team is recommending switch to WTCS bias training for all recruitment team members |
| Step 4: Review metrics and data   | Human Resources<br>Diversity, Equity and Inclusion Team | FY22 – Utilized data from applicant tracking system to create baseline data and reviewed with DEI Team<br>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   |

- Added language to Voluntary Demographic Information section of job application to express the importance of data and assure candidates that recruitment teams will not have access to the information

**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<br>Human Resources | FY20 – Inventory of current sources is complete and Team will determine additional recruitment sources and solicit contact information for area diversity resources from the full DEI Team<br>FY22 – Created HR-specific Facebook page to share and boost job postings<br>FY23 – Intend to expand utilization of the |

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|   |  | 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<br>Human Resources                | 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<br>College President<br>Marketing | FY21 – College President and marketing team have reviewed current materials and adjusted strategy to ensure images represent our district population<br>FY22 – Presented the concept of a Diversity at Northwood Tech video to DEI Team; developed small work group to create video<br>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<br>FY22 – Created Commitment to Diversity Statement and added to all job postings  |
| Step 5: Encourage diversity on hiring committees  | Diversity, Equity and Inclusion Team<br>Human Resources                | 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.

- Plan to review recruitment team membership to ensure expanded employee participation and limit repeated participation

**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<br>FY23 – Intend to find ways to communicate guide for Understanding Military Experience with recruitment teams more consistently |
| Step 4: Human Resources develops relations/connection with the County Veteran Services Officers  | Human Resources                      | FY21 – Jessica Kidd, HR Assistant initiated connections with CVSOs<br>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<br>FY23 – Intend to bring awareness to Veterans webpage through Culture Corner section of Collegewide newsletter and other means   |
| Step 6: Assess and reflect, data drives next 5-Year Plan goal.   | Diversity, Equity and Inclusion Team | FY23   |

- Link to Veteran Employment site:  
<https://www.northwoodtech.edu/about/employment/veterans>
- Determining ways to recognize current veteran employees as well as demonstrating why the College is a choice employer

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<br>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   |

- Rebranded Nursing Mother’s Room concept to Privacy Rooms at Rice Lake, Superior, and Shell Lake; include private quiet space for lactation, prayer, meditation, relaxation, minor medical administration, etc.
- DEI webpage: [www.northwoodtech.edu/DEI](http://www.northwoodtech.edu/DEI)
- Continued to connect with Student Life to provide programming to expanded audiences

**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<br>Professional Development | FY21 – Continued to require unconscious bias training for all staff who serve on a recruitment team<br>FY23 – Will implement Nontraditional Occupations and First Nations trainings as part of staff professional development compliance<br>FY23 – Intend to consider adding a |

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|  |   | portion of SafeZone to staff<br>professional development<br>compliance   |
| Step 3: Implement additional diversity, equity, and inclusion training opportunities at all sites for students and staff | Diversity, Equity and Inclusion Team<br>Professional Development Team | FY21 – Lunch and Learn series hosted by College Health Nurses<br>FY22 – Provided Pronoun training to staff and students<br>FY22 – Provided SafeZone training and train-the-trainer<br><i>For full list of offered DEI professional development, see page 13.</i> |
| Step 4: Assess and reflect, data drives next 5-Year Plan goal.   | Diversity, Equity and Inclusion Team<br>Professional Development Team | FY21-23 – Surveyed staff following professional development activities to determine value added and gain ideas for future topics   |



**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<br>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<br>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<br>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<br>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  |

**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<br>Marketing<br>President’s Office | FY21 – DEI Team has developed Culture Corner addition to Points of Pride, which does not reach students; potential future goal is to include diversity highlights within weekly Student Life Newsletters<br>FY22-23 – Weekly Student Life |

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|  |  | Newsletters feature DEI professional development opportunities available to students  |
| Step 2: Communicate the Affirmative Action Plan to students                    | Diversity, Equity and Inclusion Team<br>Student Affairs<br>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<br>Marketing                    | FY21 – DEI Team has developed webpage to highlight diversity efforts and resources<br>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<br>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<br>Student Affairs              | FY21 – Reached out to Foundation to explore scholarship opportunities and make connections<br>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  |

- Once international travel is reinstated, plan to designate a single point of contact to ensure students’ progression through enrollment process
- Plan to develop a process to use CRM to target students who meet specific scholarship profiles
- Worked with Foundation to update a reference document for further understanding by student services staff on Foundation emergency funding versus grant emergency funding

**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<br>FY22 – Secured space at Superior Campus<br>FY23 – Intend to secure space at |

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|--|--------------------------------------|----------------|
|  |                                      | Ashland Campus |
| Step 2: Assess and reflect, data drives next 5-Year Plan goal. | Diversity, Equity and Inclusion Team | FY23           |

- Looking into opportunities to involve veterans in existing student clubs and activities
- Looking for opportunities to create veteran-specific events that include program clubs
- Developed a one-stop-shop website that connects veterans with resources on and off campus: [www.northwoodtech.edu/veterans](http://www.northwoodtech.edu/veterans)

**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<br>Academic Affairs<br>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<br>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   |

- Looking into potential for adding a scholarship for students of color
- Reached out to diversity liaison from Duluth schools to learn best practices to potentially incorporate into our efforts
- Discussed building on employee 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<br>Student Affairs | FY21 – Team has created a room grid to capture data at each location and developed a PowerPoint presentation to explain available services<br>FY22 – Library is communicating the |

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|--|---|---|
|  |   | availability of these services<br>FY22 – Implemented Privacy Rooms at Superior and Rice Lake campuses and communicated these spaces on the College’s DEI webpage<br>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<br>Student Affairs | FY21 – AA Plan is posted on website, Points of Pride and Student Life Newsletter are used to provide updates and activity information<br>FY22 – AA Plan and Local Equity Report are linked in <u>Student Information Packet</u> ; services offered to students also included within this packet<br>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  |

**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<br>FY22-23 – 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<br>Student Affairs | FY21 – Several professional development offerings are planned for FY22 activity hours and will be available to students and staff<br>FY23 – 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  |

- Interviewed WTCS accommodation specialists to determine best practices for offering and providing student accommodations

- Recommending student involvement on staff recruitment teams for specific roles; would require training for students prior to involvement

## 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.

### In FY22:

#### **September 2021 – The Five C’s: Trends that are Transforming the Workforce**

Offered by: Brad Gingras

Audience: All managers were invited to attend. 36 managers attended.

In the Five C’s, Brad Gingras outlines how each generation views or prefers to work while identifying trends that are shaking up the workforce: communication, change, choice, culture (including workforce culture) and centered (individualistic) preferences.

#### **September 2021 – Move to the Front: A Brain Science Approach to Resilience**

Offered by: FEI Workforce Resilience Presentation

Audience: All staff and students were invited to attend. 41 staff attended.

Drawing on some of the latest research in positive psychology and neuroscience, explore how to use evidence-based techniques to create a more resilient workplace, office and campus environment.

#### **September 2021 – Ouch! That Stereotype Hurts**

Offered by: Dr. Tammy Summers

Audience: All staff and students were invited to attend. 53 staff attended.

In this workshop, explore why people don’t speak up against stereotypes and other bias behaviors, and enhance your skills for making your voice heard with useful, easy-to-learn technique, as you communicate in a diverse world.

#### **September 2021 – Pronoun Training**

Offered by: Northwood Tech employees developed this training (Tom Barbano, Abigail Dillon, Celia Tarnowski, Brian Vrtis).

Audience: All staff and students were invited to attend. 91 staff attended.

Learn the basics about using pronouns with coworkers and in your community.

#### **October 2021 & April 2022 - Safe Zone Project**

Offered by: Northwood Tech staff developed training session.

Audience: All staff were invited to participate.

Safe Zone trainings are opportunities to learn about LGBTQ+ identities, gender and sexuality, and examine prejudice, assumptions, and privilege.

#### **October 2021 – Identity Theft**

Presented by: FEI Workforce Resilience Presentation

Audience: All staff and students were invited to attend. 91 staff attended.

Currently ranked as the nation's top consumer fraud complaint by the Federal Trade Commission, identity theft is a serious issue affecting unsuspecting victims. Learn about the causes of identity theft, how to prevent it and what steps to take if your identity is stolen.

**October 2021 (two sessions) & March 2022 – True Colors**

Presented by: Employee, Christy Kobernick

Audience: All staff were invited to attend. 49 staff attended.

True Colors® is a model for understanding yourself and others based on your personality temperament.

**October 2021 - Bridging the Civilian-Military Divide on Campus**

Presented by: Grace Tiscareno-Sato

Audience: All staff and students were invited to attend. 29 staff attended.

Speaker will facilitate a seminar loaded with insights into programs and best practices that exist nationwide that propel student veterans successfully through their collegiate career. You'll learn about steps to gain student veterans' trust, learn effective ways for staff to communicate with student veterans, and best actions for staff members to take to prepare these student veteran leaders for challenging, purpose-filled employment after graduation...and beyond. You'll gain insight into the duality of life as a student veteran and the truly unique challenges (and gifts) this population brings to Northwood Technical College, and some practical takeaways you can implement right away.

**November 2021 – Change Intelligence**

Presented by: Northwood Tech employee (Christy Kobernick)

Audience: Managers who have not previously received this training were invited to attend. Seven managers attended.

The CQ System for Developing Change Intelligence is based on decades of leading organizational, team, and personal transformations.

**January 2022 - Student Success Strategies: Engaging Students Online and In-Person**

Audience: All faculty were invited to attend.

Student Success Strategies for the January 2022 Faculty Professional Development Day

**February 2022 – Crucial Conversations**

Presented by: Northwood Tech employee (Christy Kobernick)

Audience: Managers who have not previously received this training were invited to attend. Nine managers attended.

See why Crucial Conversations is the go-to communication course for millions worldwide. High Performance Culture. Improve Dialogue. Create Behavior Change. Grow Productivity.

**February 2022 – Critical Thinking**

Presented by: Alonzo Kelly

Audience: All staff were invited to attend. 94 staff attended.

We will work together on how we think through our current situation when we have no more to give.

**February 2022 – The Seven Generations Teachings**

Presented by: James Vukelich

Audience: All staff were invited to attend. 25 staff attended.

The Seven Generations and the Seven Grandfather Teachings presentation by James Vukelich Kaagegaabaw

**February 2022 – Accessibility with Documents**

Presented by: Northwood Tech employee (Leah Goettl)

Audience: All faculty were invited to attend. 15 faculty attended.

Learn tips to aid all learners with accessibility.

**March 2022 – Civility in the Workplace**

Presented by: FEI Workforce Resilience Presentation

Audience: All staff and students were invited to attend.

Learn to recognize the differences that exist between individuals, explore the issue of implicit bias, and discover strategies for creating a productive work environment that appreciates diversity while still allowing freedom of expression.

**March 2022 – Accessibility with PowerPoint**

Presented by: Northwood Tech employee (Michelle Rusk)

Audience: All faculty were invited to attend. 12 faculty attended.

Learn tips to aid all learners with accessibility.

**March 2022 - Authentic Personal Branding with Resumes and Cover Letters**

Presented by: Grace Tiscareno-Sato

Audience: All staff and students were invited to attend.

Authentic Personal Branding workshop: Grace Tiscareño-Sato In this highly-interactive workshop, attendees will: Learn what a personal brand is through examples of great personal branding; Learn must-know marketing principles to position yourself as the “must-have” candidate; Participate in an exercise to craft a compelling personal branding statement

**April 2022 – Everything You Wanted to Know About Indians but Were Too Afraid to Ask**

Offered by: Anton Treuer

Audience: All staff and students were invited to attend.

From the book, everything you wanted to know about Indians but were afraid to ask presentation in April 2022.

**April 2022 – Insight on Ukraine**

Offered by: Northwood Tech employee (Vladimir Kozubovsky)

Audience: All staff and students were invited to attend.

Northwood Tech Sociology instructor and native of the Ukraine, Vladimir Kozubovsky, will present a brief history of Ukraine, Russia and Belarus, along with some of the reasons behind Russia's recent invasion.

**June 2022 - Safe Zone Project**

Offered by: Northwood Tech staff developed train-the-trainer session.

Audience: All staff were invited to apply to be SafeZone trainers. Eight total staff now trained.

Safe Zone trainings are opportunities to learn about LGBTQ+ identities, gender and sexuality, and examine prejudice, assumptions, and privilege.

**Online Course - Accommodations**

Audience: Available to all faculty. 226 attendees as of March 2022.

**Online Course - Prosocial Bystander Training**

Audience: All staff were invited to participate.

**Online Course - Diversity 101 Course**

Audience: Included in New Employee Orientation module

Online Training Developed by Employees with an approach used with professional articles, videos, and a reflection activity between the employee and their supervisor.

**Online Course – Understanding Privilege and Impact of Mignoaggressions to our Work**

Audience: All staff were invited to attend.

**Online Course – Inclusive Interviewing**

Audience: All staff were invited to attend.

## 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-114 & J-114 - Sexual Violence Elimination Commitment Policy

## Section 4 – Evaluation and Monitoring

Evaluation and monitoring activities are completed through the efforts of DEI Team subgroups, reports generated by Student Affairs staff in the client reporting system and through the efforts of our Human Resources Department.

## Section 5 – Data Analysis

Affirmative Action Compliance Report Data Analysis

- There was a 42% increase in the number of faculty/staff reporting a disability over last year, and a nearly 200% increase since the Five-Year Plan was completed in 2018-19. The change in our data is likely a result of continued outreach to employees requesting updated demographic information as well as more consistent recording within the College's Human Resources Information System (HRIS).



- The College remains out of compliance in Race/Ethnic – All Staff, where there is a gap of 4.38% in the percentage of staff of color compared to the district’s workforce racial/ethnic minority population. The largest gaps in this area are in the Hispanic and Multi Racial groups.
- As a result of low population numbers within these groups, minor changes in staffing may cause significant percentage changes.

#### Client Reporting System Data Analysis

- The percentage of enrolled students in all racial and ethnic minority groups at Northwood Tech (11.71%, excluding Unknown Race) exceeds the percentage of adults in the Northwood Tech district who belong to racial and ethnic minority groups (7.28%).
- Female student enrollment of the total student body (59.15%) was greater than the percentage of female graduates out of all graduates (57.27%). This difference of 1.88% is flagged as “may be out of compliance.” (CLI660B/CLI670)
- There is a greater percentage of adults in the Northwood Tech district with Limited English Proficiency (LEP) (3.56%) than is being served by the College (0.02%), which is also flagged as “may be out of compliance.” (CLI690)

## AFFIRMATIVE ACTION COMPLIANCE REPORT

Fiscal Year: 2021-22

District: Northwood Technical College

Date Completed: 7/20/2022

### All Staff

| Factors for Consideration | Total   | Female | Disability | Race/<br>Ethnic | American<br>Indian | Asian<br>American | Black  | Hispanic | Pacific<br>Islander | Multi-<br>Racial | Unknown<br>Race |
|---------------------------|---------|--------|------------|-----------------|--------------------|-------------------|--------|----------|---------------------|------------------|-----------------|
| Employees (1) Count       | 413     | 266    | 26         | 12              | 4                  | 1                 | 1      | 4        | 1                   | 0                | 1               |
| Employees (1) Percent     |         | 64.41% | 6.30%      | 2.91%           | 0.97%              | 0.24%             | 0.24%  | 0.97%    | 0.24%               | 0.00%            | 0.24%           |
| Work Force (2) Count      | 156,941 | 73,516 | 11,056     | 11,427          | 2,703              | 1,354             | 938    | 3,275    | 50                  | 3,107            | N/A             |
| Work Force (2) Percent    |         | 46.84% | 7.04%      | 7.28%           | 1.72%              | 0.86%             | 0.60%  | 2.09%    | 0.03%               | 1.98%            | N/A             |
| % Difference (3)          |         | 17.56% | -0.75%     | -4.38%          | -0.75%             | -0.62%            | -0.36% | -1.12%   | 0.21%               | -1.98%           |                 |
| Quotient (4)              |         | 1.37   | 0.89       | 0.40            | 0.56               | 0.28              | 0.41   | 0.46     | 7.60                | 0.00             |                 |
| Female Difference (5)     | 72.54   |        |            |                 |                    |                   |        |          |                     |                  |                 |
| Racial Difference (6)     | 18.07   |        |            |                 |                    |                   |        |          |                     |                  |                 |

\*\* 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 2022

**AFFIRMATIVE ACTION COMPLIANCE REPORT**

Fiscal Year: 2021-22  
 District: Northwood Technical College  
 Date Completed: 7/20/2022

Administrative

| Factors for Consideration | Total  | Female | Disability | Race/<br>Ethnic | American<br>Indian | Asian<br>American | Black  | Hispanic | Pacific<br>Islander | Multi-<br>Racial | Unknown<br>Race |
|---------------------------|--------|--------|------------|-----------------|--------------------|-------------------|--------|----------|---------------------|------------------|-----------------|
| Employees (1) Count       | 101    | 64     | 5          | 4               | 1                  | 0                 | 0      | 3        | 0                   | 0                | 0               |
| Employees (1) Percent     |        | 63.37% | 4.95%      | 3.96%           | 0.99%              | 0.00%             | 0.00%  | 2.97%    | 0.00%               | 0.00%            | 0.00%           |
| Work Force (2) Count      | 14,167 | 6,142  | 829        | 692             | 180                | 30                | 17     | 234      | 0                   | 231              | N/A             |
| Work Force (2) Percent    |        | 43.35% | 5.85%      | 4.88%           | 1.27%              | 0.21%             | 0.12%  | 1.65%    | 0.00%               | 1.63%            | N/A             |
| % Difference (3)          |        | 20.01% | -0.90%     | -0.92%          | -0.28%             | -0.21%            | -0.12% | 1.32%    | 0.00%               | -1.63%           |                 |
| Quotient (4)              |        | 1.46   | 0.85       | 0.81            | 0.78               | 0.00              | 0.00   | 1.80     | 0.00                | 0.00             |                 |
| Female Difference (5)     | 20.21  |        |            |                 |                    |                   |        |          |                     |                  |                 |
| Racial Difference (6)     | 0.93   |        |            |                 |                    |                   |        |          |                     |                  |                 |

\*\* MULTI RACIAL 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 2022

**AFFIRMATIVE ACTION COMPLIANCE REPORT**

Fiscal Year: 2021-22  
 District: Northwood Technical College  
 Date Completed: 7/20/2022

Faculty

| Factors for Consideration | Total | Female | Disability | Race/<br>Ethnic | American<br>Indian | Asian<br>American | Black | Hispanic | Pacific<br>Islander | Multi-<br>Racial | Unknown<br>Race |
|---------------------------|-------|--------|------------|-----------------|--------------------|-------------------|-------|----------|---------------------|------------------|-----------------|
| Employees (1) Count       | 111   | 82     | 10         | 3               | 1                  | 0                 | 1     | 1        | 0                   | 0                | 0               |
| Employees (1) Percent     |       | 73.87% | 9.01%      | 2.70%           | 0.90%              | 0.00%             | 0.90% | 0.90%    | 0.00%               | 0.00%            | 0.00%           |
| Work Force (2) Count      | 1,014 | 591    | 62         | 223             | 31                 | 125               | 0     | 24       | 15                  | 28               | N/A             |
| Work Force (2) Percent    |       | 58.28% | 6.11%      | 21.99%          | 3.06%              | 12.33%            | 0.00% | 2.37%    | 1.48%               | 2.76%            | N/A             |
| % Difference (3)          |       | 15.59% | 2.89%      | -19.29%         | -2.16%             | -12.33%           | 0.90% | -1.47%   | -1.48%              | -2.76%           |                 |
| Quotient (4)              |       | 1.27   | 1.47       | 0.12            | 0.29               | 0.00              | 0.00  | 0.38     | 0.00                | 0.00             |                 |
| Female Difference (5)     | 17.30 |        |            |                 |                    |                   |       |          |                     |                  |                 |
| Racial Difference (6)     | 21.41 |        |            |                 |                    |                   |       |          |                     |                  |                 |

\*\* 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 \*\*  
 \*\* 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 2022

**AFFIRMATIVE ACTION COMPLIANCE REPORT**

Fiscal Year: 2021-22  
 District: Northwood Technical College  
 Date Completed: 7/20/2022

**Professional Non-Faculty**

| Factors for Consideration | Total | Female | Disability | Race/<br>Ethnic | American<br>Indian | Asian<br>American | Black | Hispanic | Pacific<br>Islander | Multi-<br>Racial | Unknown<br>Race |
|---------------------------|-------|--------|------------|-----------------|--------------------|-------------------|-------|----------|---------------------|------------------|-----------------|
| Employees (1) Count       | 21    | 16     | 2          | 1               | 0                  | 1                 | 0     | 0        | 0                   | 0                | 0               |
| Employees (1) Percent     |       | 76.19% | 9.52%      | 4.76%           | 0.00%              | 4.76%             | 0.00% | 0.00%    | 0.00%               | 0.00%            | 0.00%           |
| Work Force (2) Count      | 4,037 | 2,620  | 141        | 329             | 77                 | 8                 | 0     | 43       | 0                   | 201              | N/A             |
| Work Force (2) Percent    |       | 64.90% | 3.49%      | 8.15%           | 1.91%              | 0.20%             | 0.00% | 1.07%    | 0.00%               | 4.98%            | N/A             |
| % Difference (3)          |       | 11.29% | 6.03%      | -3.39%          | -1.91%             | 4.56%             | 0.00% | -1.07%   | 0.00%               | -4.98%           |                 |
| Quotient (4)              |       | 1.17   | 2.73       | 0.58            | 0.00               | 24.03             | 0.00  | 0.00     | 0.00                | 0.00             |                 |
| Female Difference (5)     | 2.37  |        |            |                 |                    |                   |       |          |                     |                  |                 |
| Racial Difference (6)     | 0.71  |        |            |                 |                    |                   |       |          |                     |                  |                 |

\*\* 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 2022

**AFFIRMATIVE ACTION COMPLIANCE REPORT**

Fiscal Year: 2021-22  
 District: Northwood Technical College  
 Date Completed: 7/20/2022

Clerical/Secretarial

| Factors for Consideration | Total | Female | Disability | Race/<br>Ethnic | American<br>Indian | Asian<br>American | Black  | Hispanic | Pacific<br>Islander | Multi-<br>Racial | Unknown<br>Race |
|---------------------------|-------|--------|------------|-----------------|--------------------|-------------------|--------|----------|---------------------|------------------|-----------------|
| Employees (1) Count       | 28    | 26     | 3          | 1               | 0                  | 0                 | 0      | 0        | 1                   | 0                | 0               |
| Employees (1) Percent     |       | 92.86% | 10.71%     | 3.57%           | 0.00%              | 0.00%             | 0.00%  | 0.00%    | 3.57%               | 0.00%            | 0.00%           |
| Work Force (2) Count      | 5,545 | 4,908  | 406        | 417             | 146                | 19                | 136    | 45       | 0                   | 71               | N/A             |
| Work Force (2) Percent    |       | 88.51% | 7.32%      | 7.52%           | 2.63%              | 0.34%             | 2.45%  | 0.81%    | 0.00%               | 1.28%            | N/A             |
| % Difference (3)          |       | 4.34%  | 3.39%      | -3.95%          | -2.63%             | -0.34%            | -2.45% | -0.81%   | 3.57%               | -1.28%           |                 |
| Quotient (4)              |       | 1.05   | 1.46       | 0.47            | 0.00               | 0.00              | 0.00   | 0.00     | 0.00                | 0.00             |                 |
| Female Difference (5)     | 1.22  |        |            |                 |                    |                   |        |          |                     |                  |                 |
| Racial Difference (6)     | 1.11  |        |            |                 |                    |                   |        |          |                     |                  |                 |

\*\* RACE/ETHNIC CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE \*\*  
 \*\* AMERICAN INDIAN CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE \*\*  
 \*\* BLACK CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE \*\*  
 \*\* 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 2022

**AFFIRMATIVE ACTION COMPLIANCE REPORT**

Fiscal Year: 2021-22  
 District: Northwood Technical College  
 Date Completed: 7/20/2022

Technical/Paraprofessional

| Factors for Consideration | Total | Female | Disability | Race/<br>Ethnic | American<br>Indian | Asian<br>American | Black  | Hispanic | Pacific<br>Islander | Multi-<br>Racial | Unknown<br>Race |
|---------------------------|-------|--------|------------|-----------------|--------------------|-------------------|--------|----------|---------------------|------------------|-----------------|
| Employees (1) Count       | 99    | 73     | 5          | 1               | 1                  | 0                 | 0      | 0        | 0                   | 0                | 0               |
| Employees (1) Percent     |       | 73.74% | 5.05%      | 1.01%           | 1.01%              | 0.00%             | 0.00%  | 0.00%    | 0.00%               | 0.00%            | 0.00%           |
| Work Force (2) Count      | 3,102 | 1,965  | 199        | 161             | 23                 | 12                | 8      | 24       | 0                   | 94               | N/A             |
| Work Force (2) Percent    |       | 63.35% | 6.42%      | 5.19%           | 0.74%              | 0.39%             | 0.26%  | 0.77%    | 0.00%               | 3.03%            | N/A             |
| % Difference (3)          |       | 10.39% | -1.36%     | -4.18%          | 0.27%              | -0.39%            | -0.26% | -0.77%   | 0.00%               | -3.03%           |                 |
| Quotient (4)              |       | 1.16   | 0.79       | 0.19            | 1.36               | 0.00              | 0.00   | 0.00     | 0.00                | 0.00             |                 |
| Female Difference (5)     | 10.29 |        |            |                 |                    |                   |        |          |                     |                  |                 |
| Racial Difference (6)     | 4.14  |        |            |                 |                    |                   |        |          |                     |                  |                 |

\*\* DISABILITY TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE \*\*  
 \*\* RACE/ETHNIC 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 2022

**AFFIRMATIVE ACTION COMPLIANCE REPORT**

Fiscal Year: 2021-22

District: Northwood Technical College

Date Completed: 7/20/2022

**Skilled Crafts**

| Factors for Consideration | Total | Female  | Disability | Race/<br>Ethnic | American<br>Indian | Asian<br>American | Black  | Hispanic | Pacific<br>Islander | Multi-<br>Racial | Unknown<br>Race |
|---------------------------|-------|---------|------------|-----------------|--------------------|-------------------|--------|----------|---------------------|------------------|-----------------|
| Employees (1) Count       | 35    | 3       | 0          | 1               | 0                  | 0                 | 0      | 0        | 0                   | 0                | 1               |
| Employees (1) Percent     |       | 8.57%   | 0          | 2.86%           | 0.00%              | 0.00%             | 0.00%  | 0.00%    | 0.00%               | 0.00%            | 2.86%           |
| Work Force (2) Count      | 3,186 | 1,621   | 292        | 441             | 102                | 57                | 33     | 179      | 0                   | 70               | N/A             |
| Work Force (2) Percent    |       | 50.88%  | 9.17%      | 13.84%          | 3.20%              | 1.79%             | 1.04%  | 5.62%    | 0.00%               | 2.20%            | N/A             |
| % Difference (3)          |       | -42.31% | -9.17%     | -10.98%         | -3.20%             | -1.79%            | -1.04% | -5.62%   | 0.00%               | -2.20%           |                 |
| Quotient (4)              |       | 0.17    | 0.00       | 0.21            | 0.00               | 0.00              | 0.00   | 0.00     | 0.00                | 0.00             |                 |
| Female Difference (5)     | 14.81 |         |            |                 |                    |                   |        |          |                     |                  |                 |
| Racial Difference (6)     | 3.84  |         |            |                 |                    |                   |        |          |                     |                  |                 |

- \*\* 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 \*\*
- \*\* BLACK 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 2022

**AFFIRMATIVE ACTION COMPLIANCE REPORT**

Fiscal Year: 2021-22

District: Northwood Technical College

Date Completed: 7/20/2022

Service/Maintenance

| Factors for Consideration | Total  | Female  | Disability | Race/<br>Ethnic | American<br>Indian | Asian<br>American | Black  | Hispanic | Pacific<br>Islander | Multi-<br>Racial | Unknown<br>Race |
|---------------------------|--------|---------|------------|-----------------|--------------------|-------------------|--------|----------|---------------------|------------------|-----------------|
| Employees (1) Count       | 18     | 2       | 1          | 1               | 1                  | 0                 | 0      | 0        | 0                   | 0                | 0               |
| Employees (1) Percent     |        | 11.11%  | 5.56%      | 5.56%           | 5.56%              | 0.00%             | 0.00%  | 0.00%    | 0.00%               | 0.00%            | 0.00%           |
| Work Force (2) Count      | 13,903 | 7,190   | 1,244      | 1,262           | 386                | 133               | 54     | 328      | 0                   | 361              | N/A             |
| Work Force (2) Percent    |        | 51.72%  | 8.95%      | 9.08%           | 2.78%              | 0.96%             | 0.39%  | 2.36%    | 0.00%               | 2.60%            | N/A             |
| % Difference (3)          |        | -40.60% | -3.39%     | -3.52%          | 2.78%              | -0.96%            | -0.39% | -2.36%   | 0.00%               | -2.60%           |                 |
| Quotient (4)              |        | 0.21    | 0.62       | 0.61            | 2.00               | 0.00              | 0.00   | 0.00     | 0.00                | 0.00             |                 |
| Female Difference (5)     | 7.31   |         |            |                 |                    |                   |        |          |                     |                  |                 |
| Racial Difference (6)     | 0.63   |         |            |                 |                    |                   |        |          |                     |                  |                 |

\*\* 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 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 2022

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

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**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 |
|-------------------------------------|------------------|--------------------------------|-------|-------|----------|---------|----------------------------------|------------|--------------|
| <b>Total Enrollment (1) Count</b>   | 5,246            | 170                            | 81    | 85    | 158      | 4,550   | 7                                | 113        | 82           |
| <b>Total Enrollment (1) Percent</b> |                  | 3.24%                          | 1.54% | 1.62% | 3.01%    | 86.73%  | 0.13%                            | 2.15%      | 1.56%        |
| <b>District POP (2) Count</b>       | 156,941          | 2,703                          | 1,354 | 938   | 3,275    | 145,514 | 50                               | 3,107      |              |
| <b>District POP (2) Percent</b>     |                  | 1.72%                          | 0.86% | 0.60% | 2.09%    | 92.72%  | 0.03%                            | 1.98%      |              |
| <b>% Difference (3)</b>             |                  | 1.52%                          | 0.68% | 1.02% | 0.93%    | -5.99%  | 0.10%                            | 0.17%      |              |

**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 |
|-------------------------------------|------------------|--------------------------------|--------|--------|----------|--------|----------------------------------|------------|--------------|
| <b>Total Graduates (4) Count</b>    | 997              | 41                             | 15     | 14     | 25       | 874    | 4                                | 15         | 9            |
| <b>Total Graduates (4) Percent</b>  |                  | 4.11%                          | 1.50%  | 1.40%  | 2.51%    | 87.66% | 0.40%                            | 1.50%      | 0.90%        |
| <b>Total Enrollment (1) Count</b>   | 5,246            | 170                            | 81     | 85     | 158      | 4,550  | 7                                | 113        | 82           |
| <b>Total Enrollment (1) Percent</b> |                  | 3.24%                          | 1.54%  | 1.62%  | 3.01%    | 86.73% | 0.13%                            | 2.15%      | 1.56%        |
| <b>% Difference (3)</b>             |                  | 0.87%                          | -0.04% | -0.22% | -0.50%   | 0.93%  | 0.27%                            | -0.65%     | -0.66%       |

- (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**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**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   | 133              | 1                              | 2     | 1     | 6        | 119     | 0                                | 1          | 3            |
| Total Enrollment (1) Percent |                  | 0.75%                          | 1.50% | 0.75% | 4.51%    | 89.47%  | 0.00%                            | 0.75%      | 2.26%        |
| District POP (2) Count       | 156,941          | 2,703                          | 1,354 | 938   | 3,275    | 145,514 | 50                               | 3,107      |              |
| District POP (2) Percent     |                  | 1.72%                          | 0.86% | 0.60% | 2.09%    | 92.72%  | 0.03%                            | 1.98%      |              |
| % Difference (3)             |                  | -0.97%                         | 0.64% | 0.15% | 2.42%    | -3.25%  | 0.03%                            | -1.23%     |              |

\*\* 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    | 26               | 0                              | 1     | 0      | 2        | 22     | 0                                | 1          | 0            |
| Total Graduates (4) Percent  |                  | 0.00%                          | 3.85% | 0.00%  | 7.69%    | 84.62% | 0.00%                            | 3.85%      | 0.00%        |
| Total Enrollment (1) Count   | 133              | 1                              | 2     | 1      | 6        | 119    | 0                                | 1          | 3            |
| Total Enrollment (1) Percent |                  | 0.75%                          | 1.50% | 0.75%  | 4.51%    | 89.47% | 0.00%                            | 0.75%      | 2.26%        |
| % Difference (3)             |                  | -0.75%                         | 2.34% | -0.75% | 3.18%    | -4.86% | 0.00%                            | 3.09%      | -2.26%       |

- (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

Northwood Technical College  
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)  
 Annual Update for Fiscal Year 2022

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

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Business – Enrollee Comparison**

| Factors for Consideration           | Total Population | Native American Alaskan Native | Asian | Black | Hispanic | White   | Native Hawaiian Pacific Islander | Multi-Race | Unknown Race |
|-------------------------------------|------------------|--------------------------------|-------|-------|----------|---------|----------------------------------|------------|--------------|
| <b>Total Enrollment (1) Count</b>   | 1,734            | 59                             | 31    | 17    | 53       | 1,501   | 1                                | 45         | 27           |
| <b>Total Enrollment (1) Percent</b> |                  | 3.40%                          | 1.79% | 0.98% | 3.06%    | 86.56%  | 0.06%                            | 2.60%      | 1.56%        |
| <b>District POP (2) Count</b>       | 156,941          | 2,703                          | 1,354 | 938   | 3,275    | 145,514 | 50                               | 3,107      |              |
| <b>District POP (2) Percent</b>     |                  | 1.72%                          | 0.86% | 0.60% | 2.09%    | 92.72%  | 0.03%                            | 1.98%      |              |
| <b>% Difference (3)</b>             |                  | 1.68%                          | 0.93% | 0.38% | 0.97%    | -6.16%  | 0.03%                            | 0.62%      |              |

**Business – Graduate Comparison**

| Factors for Consideration           | Total Population | Native American Alaskan Native | Asian | Black  | Hispanic | White  | Native Hawaiian Pacific Islander | Multi-Race | Unknown Race |
|-------------------------------------|------------------|--------------------------------|-------|--------|----------|--------|----------------------------------|------------|--------------|
| <b>Total Graduates (4) Count</b>    | 220              | 6                              | 4     | 1      | 9        | 199    | 0                                | 0          | 1            |
| <b>Total Graduates (4) Percent</b>  |                  | 2.73%                          | 1.82% | 0.45%  | 4.09%    | 90.45% | 0.00%                            | 0.00%      | 0.45%        |
| <b>Total Enrollment (1) Count</b>   | 1,734            | 59                             | 31    | 17     | 53       | 1,501  | 1                                | 45         | 27           |
| <b>Total Enrollment (1) Percent</b> |                  | 3.40%                          | 1.79% | 0.98%  | 3.06%    | 86.56% | 0.06%                            | 2.60%      | 1.56%        |
| <b>% Difference (3)</b>             |                  | -0.68%                         | 0.03% | -0.53% | 1.03%    | 3.89%  | -0.06%                           | -2.60%     | -1.10%       |

\*\* 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

Northwood Technical College  
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)  
 Annual Update for Fiscal Year 2022

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

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**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 |
|-------------------------------------|------------------|--------------------------------|--------|-------|----------|---------|----------------------------------|------------|--------------|
| <b>Total Enrollment (1) Count</b>   | 270              | 8                              | 0      | 11    | 11       | 231     | 0                                | 4          | 5            |
| <b>Total Enrollment (1) Percent</b> |                  | 2.96%                          | 0.00%  | 4.07% | 4.07%    | 85.56%  | 0.00%                            | 1.48%      | 1.85%        |
| <b>District POP (2) Count</b>       | 156,941          | 2,703                          | 1,354  | 938   | 3,275    | 145,514 | 50                               | 3,107      |              |
| <b>District POP (2) Percent</b>     |                  | 1.72%                          | 0.86%  | 0.60% | 2.09%    | 92.72%  | 0.03%                            | 1.98%      |              |
| <b>% Difference (3)</b>             |                  | 1.24%                          | -0.86% | 3.48% | 1.99%    | -7.16%  | -0.03%                           | -0.50%     |              |

**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 |
|-------------------------------------|------------------|--------------------------------|-------|-------|----------|--------|----------------------------------|------------|--------------|
| <b>Total Graduates (4) Count</b>    | 84               | 2                              | 0     | 4     | 1        | 75     | 0                                | 1          | 1            |
| <b>Total Graduates (4) Percent</b>  |                  | 2.38%                          | 0.00% | 4.76% | 1.19%    | 89.29% | 0.00%                            | 1.19%      | 1.19%        |
| <b>Total Enrollment (1) Count</b>   | 270              | 8                              | 0     | 11    | 11       | 231    | 0                                | 4          | 5            |
| <b>Total Enrollment (1) Percent</b> |                  | 2.96%                          | 0.00% | 4.07% | 4.07%    | 85.56% | 0.00%                            | 1.48%      | 1.85%        |
| <b>% Difference (3)</b>             |                  | -0.58%                         | 0.00% | 0.69% | -2.88%   | 3.73%  | 0.00%                            | -0.29%     | -0.66%       |

\*\* HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE \*\*

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

Northwood Technical College  
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)  
 Annual Update for Fiscal Year 2022

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

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**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 |
|-------------------------------------|------------------|--------------------------------|-------|-------|----------|---------|----------------------------------|------------|--------------|
| <b>Total Enrollment (1) Count</b>   | 367              | 9                              | 8     | 5     | 5        | 322     | 0                                | 9          | 9            |
| <b>Total Enrollment (1) Percent</b> |                  | 2.45%                          | 2.18% | 1.36% | 1.36%    | 87.74%  | 0.00%                            | 2.45%      | 2.45%        |
| <b>District POP (2) Count</b>       | 156,941          | 2,703                          | 1,354 | 938   | 3,275    | 145,514 | 50                               | 3,107      |              |
| <b>District POP (2) Percent</b>     |                  | 1.72%                          | 0.86% | 0.60% | 2.09%    | 92.72%  | 0.03%                            | 1.98%      |              |
| <b>% Difference (3)</b>             |                  | 0.73%                          | 1.32% | 0.76% | -0.72%   | -4.98%  | -0.03%                           | 0.47%      |              |

**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 |
|-------------------------------------|------------------|--------------------------------|--------|--------|----------|---------|----------------------------------|------------|--------------|
| <b>Total Graduates (4) Count</b>    | 0                | 0                              | 0      | 0      | 0        | 0       | 0                                | 0          | 0            |
| <b>Total Graduates (4) Percent</b>  |                  | 0.00%                          | 0.00%  | 0.00%  | 0.00%    | 0.00%   | 0.00%                            | 0.00%      | 0.00%        |
| <b>Total Enrollment (1) Count</b>   | 367              | 9                              | 8      | 5      | 5        | 322     | 0                                | 9          | 9            |
| <b>Total Enrollment (1) Percent</b> |                  | 2.45%                          | 2.18%  | 1.36%  | 1.36%    | 87.74%  | 0.00%                            | 2.45%      | 2.45%        |
| <b>% Difference (3)</b>             |                  | -2.45%                         | -2.18% | -1.36% | -1.36%   | -87.74% | 0.00%                            | -2.45%     | -2.45%       |

\*\* 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 \*\*

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

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Health – Enrollee Comparison**

| Factors for Consideration           | Total Population | Native American Alaskan Native | Asian | Black | Hispanic | White   | Native Hawaiian Pacific Islander | Multi-Race | Unknown Race |
|-------------------------------------|------------------|--------------------------------|-------|-------|----------|---------|----------------------------------|------------|--------------|
| <b>Total Enrollment (1) Count</b>   | 1,402            | 43                             | 30    | 29    | 39       | 1,221   | 3                                | 22         | 15           |
| <b>Total Enrollment (1) Percent</b> |                  | 3.07%                          | 2.14% | 2.07% | 2.78%    | 87.09%  | 0.21%                            | 1.57%      | 1.07%        |
| <b>District POP (2) Count</b>       | 156,941          | 2,703                          | 1,354 | 938   | 3,275    | 145,514 | 50                               | 3,107      |              |
| <b>District POP (2) Percent</b>     |                  | 1.72%                          | 0.86% | 0.60% | 2.09%    | 92.72%  | 0.03%                            | 1.98%      |              |
| <b>% Difference (3)</b>             |                  | 1.34%                          | 1.28% | 1.47% | 0.69%    | -5.63%  | 0.18%                            | -0.41%     |              |

**Health – Graduate Comparison**

| Factors for Consideration           | Total Population | Native American Alaskan Native | Asian | Black  | Hispanic | White  | Native Hawaiian Pacific Islander | Multi-Race | Unknown Race |
|-------------------------------------|------------------|--------------------------------|-------|--------|----------|--------|----------------------------------|------------|--------------|
| <b>Total Graduates (4) Count</b>    | 277              | 9                              | 6     | 5      | 4        | 243    | 2                                | 5          | 3            |
| <b>Total Graduates (4) Percent</b>  |                  | 3.25%                          | 2.17% | 1.81%  | 1.44%    | 87.73% | 0.72%                            | 1.81%      | 1.08%        |
| <b>Total Enrollment (1) Count</b>   | 1,402            | 43                             | 30    | 29     | 39       | 1,221  | 3                                | 22         | 15           |
| <b>Total Enrollment (1) Percent</b> |                  | 3.07%                          | 2.14% | 2.07%  | 2.78%    | 87.09% | 0.21%                            | 1.57%      | 1.07%        |
| <b>% Difference (3)</b>             |                  | 0.18%                          | 0.03% | -0.26% | -1.34%   | 0.64%  | 0.51%                            | 0.24%      | 0.01%        |

\*\* 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

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

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Industrial – Enrollee Comparison**

| Factors for Consideration           | Total Population | Native American Alaskan Native | Asian  | Black | Hispanic | White   | Native Hawaiian Pacific Islander | Multi-Race | Unknown Race |
|-------------------------------------|------------------|--------------------------------|--------|-------|----------|---------|----------------------------------|------------|--------------|
| <b>Total Enrollment (1) Count</b>   | 777              | 31                             | 3      | 12    | 25       | 674     | 1                                | 19         | 12           |
| <b>Total Enrollment (1) Percent</b> |                  | 3.99%                          | 0.39%  | 1.54% | 3.22%    | 86.74%  | 0.13%                            | 2.45%      | 1.54%        |
| <b>District POP (2) Count</b>       | 156,941          | 2,703                          | 1,354  | 938   | 3,275    | 145,514 | 50                               | 3,107      |              |
| <b>District POP (2) Percent</b>     |                  | 1.72%                          | 0.86%  | 0.60% | 2.09%    | 92.72%  | 0.03%                            | 1.98%      |              |
| <b>% Difference (3)</b>             |                  | 2.27%                          | -0.48% | 0.95% | 1.13%    | -5.98%  | 0.10%                            | 0.47%      |              |

**Industrial – Graduate Comparison**

| Factors for Consideration           | Total Population | Native American Alaskan Native | Asian | Black | Hispanic | White  | Native Hawaiian Pacific Islander | Multi-Race | Unknown Race |
|-------------------------------------|------------------|--------------------------------|-------|-------|----------|--------|----------------------------------|------------|--------------|
| <b>Total Graduates (4) Count</b>    | 233              | 18                             | 3     | 4     | 8        | 192    | 1                                | 3          | 4            |
| <b>Total Graduates (4) Percent</b>  |                  | 7.73%                          | 1.29% | 1.72% | 3.43%    | 82.40% | 0.43%                            | 1.29%      | 1.72%        |
| <b>Total Enrollment (1) Count</b>   | 777              | 31                             | 3     | 12    | 25       | 674    | 1                                | 19         | 12           |
| <b>Total Enrollment (1) Percent</b> |                  | 3.99%                          | 0.39% | 1.54% | 3.22%    | 86.74% | 0.13%                            | 2.45%      | 1.54%        |
| <b>% Difference (3)</b>             |                  | 3.74%                          | 0.90% | 0.17% | 0.22%    | -4.34% | 0.30%                            | -1.16%     | 0.17%        |

\*\* 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**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Marketing – Enrollee Comparison**

| Factors for Consideration           | Total Population | Native American Alaskan Native | Asian | Black | Hispanic | White   | Native Hawaiian Pacific Islander | Multi-Race | Unknown Race |
|-------------------------------------|------------------|--------------------------------|-------|-------|----------|---------|----------------------------------|------------|--------------|
| <b>Total Enrollment (1) Count</b>   | 197              | 1                              | 3     | 4     | 7        | 173     | 0                                | 6          | 3            |
| <b>Total Enrollment (1) Percent</b> |                  | 0.51%                          | 1.52% | 2.03% | 3.55%    | 87.82%  | 0.00%                            | 3.05%      | 1.52%        |
| <b>District POP (2) Count</b>       | 156,941          | 2,703                          | 1,354 | 938   | 3,275    | 145,514 | 50                               | 3,107      |              |
| <b>District POP (2) Percent</b>     |                  | 1.72%                          | 0.86% | 0.60% | 2.09%    | 92.72%  | 0.03%                            | 1.98%      |              |
| <b>% Difference (3)</b>             |                  | -1.21%                         | 0.66% | 1.43% | 1.47%    | -4.90%  | -0.03%                           | 1.07%      |              |

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

**Marketing – Graduate Comparison**

| Factors for Consideration           | Total Population | Native American Alaskan Native | Asian  | Black  | Hispanic | White  | Native Hawaiian Pacific Islander | Multi-Race | Unknown Race |
|-------------------------------------|------------------|--------------------------------|--------|--------|----------|--------|----------------------------------|------------|--------------|
| <b>Total Graduates (4) Count</b>    | 25               | 1                              | 0      | 0      | 0        | 22     | 0                                | 2          | 0            |
| <b>Total Graduates (4) Percent</b>  |                  | 4.00%                          | 0.00%  | 0.00%  | 0.00%    | 88.00% | 0.00%                            | 8.00%      | 0.00%        |
| <b>Total Enrollment (1) Count</b>   | 197              | 1                              | 3      | 4      | 7        | 173    | 0                                | 6          | 3            |
| <b>Total Enrollment (1) Percent</b> |                  | 0.51%                          | 1.52%  | 2.03%  | 3.55%    | 87.82% | 0.00%                            | 3.05%      | 1.52%        |
| <b>% Difference (3)</b>             |                  | 3.49%                          | -1.52% | -2.03% | -3.55%   | 0.18%  | 0.00%                            | 4.95%      | -1.52%       |

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

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

\*\* HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE \*\*

Northwood Technical College  
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)  
 Annual Update for Fiscal Year 2022

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

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Service – Enrollee Comparison**

| Factors for Consideration           | Total Population | Native American Alaskan Native | Asian | Black | Hispanic | White   | Native Hawaiian Pacific Islander | Multi-Race | Unknown Race |
|-------------------------------------|------------------|--------------------------------|-------|-------|----------|---------|----------------------------------|------------|--------------|
| <b>Total Enrollment (1) Count</b>   | 276              | 16                             | 4     | 5     | 10       | 227     | 1                                | 7          | 6            |
| <b>Total Enrollment (1) Percent</b> |                  | 5.80%                          | 1.45% | 1.81% | 3.62%    | 82.25%  | 0.36%                            | 2.54%      | 2.17%        |
| <b>District POP (2) Count</b>       | 156,941          | 2,703                          | 1,354 | 938   | 3,275    | 145,514 | 50                               | 3,107      |              |
| <b>District POP (2) Percent</b>     |                  | 1.72%                          | 0.86% | 0.60% | 2.09%    | 92.72%  | 0.03%                            | 1.98%      |              |
| <b>% Difference (3)</b>             |                  | 4.07%                          | 0.59% | 1.21% | 1.54%    | -10.47% | 0.33%                            | 0.56%      |              |

**Service – Graduate Comparison**

| Factors for Consideration           | Total Population | Native American Alaskan Native | Asian  | Black  | Hispanic | White  | Native Hawaiian Pacific Islander | Multi-Race | Unknown Race |
|-------------------------------------|------------------|--------------------------------|--------|--------|----------|--------|----------------------------------|------------|--------------|
| <b>Total Graduates (4) Count</b>    | 77               | 5                              | 1      | 0      | 1        | 66     | 1                                | 3          | 0            |
| <b>Total Graduates (4) Percent</b>  |                  | 6.49%                          | 1.30%  | 0.00%  | 1.30%    | 85.71% | 1.30%                            | 3.90%      | 0.00%        |
| <b>Total Enrollment (1) Count</b>   | 276              | 16                             | 4      | 5      | 10       | 227    | 1                                | 7          | 6            |
| <b>Total Enrollment (1) Percent</b> |                  | 5.80%                          | 1.45%  | 1.81%  | 3.62%    | 82.25% | 0.36%                            | 2.54%      | 2.17%        |
| <b>% Difference (3)</b>             |                  | 0.70%                          | -0.15% | -1.81% | -2.32%   | 3.47%  | 0.94%                            | 1.36%      | -2.17%       |

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

\*\* HISPANIC GRADS POPULATION MAY BE OUT OF COMPLIANCE \*\*

Northwood Technical College  
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)  
 Annual Update for Fiscal Year 2022

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

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**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 |
|-------------------------------------|------------------|--------------------------------|--------|-------|----------|---------|----------------------------------|------------|--------------|
| <b>Total Enrollment (1) Count</b>   | 90               | 2                              | 0      | 1     | 2        | 82      | 1                                | 0          | 2            |
| <b>Total Enrollment (1) Percent</b> |                  | 2.22%                          | 0.00%  | 1.11% | 2.22%    | 91.11%  | 1.11%                            | 0.00%      | 2.22%        |
| <b>District POP (2) Count</b>       | 156,941          | 2,703                          | 1,354  | 938   | 3,275    | 145,514 | 50                               | 3,107      |              |
| <b>District POP (2) Percent</b>     |                  | 1.72%                          | 0.86%  | 0.60% | 2.09%    | 92.72%  | 0.03%                            | 1.98%      |              |
| <b>% Difference (3)</b>             |                  | 0.50%                          | -0.86% | 0.51% | 0.14%    | -1.61%  | 1.08%                            | -1.98%     |              |

\*\* 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 |
|-------------------------------------|------------------|--------------------------------|-------|--------|----------|---------|----------------------------------|------------|--------------|
| <b>Total Graduates (4) Count</b>    | 55               | 0                              | 0     | 0      | 0        | 55      | 0                                | 0          | 0            |
| <b>Total Graduates (4) Percent</b>  |                  | 0.00%                          | 0.00% | 0.00%  | 0.00%    | 100.00% | 0.00%                            | 0.00%      | 0.00%        |
| <b>Total Enrollment (1) Count</b>   | 90               | 2                              | 0     | 1      | 2        | 82      | 1                                | 0          | 2            |
| <b>Total Enrollment (1) Percent</b> |                  | 2.22%                          | 0.00% | 1.11%  | 2.22%    | 91.11%  | 1.11%                            | 0.00%      | 2.22%        |
| <b>% Difference (3)</b>             |                  | -2.22%                         | 0.00% | -1.11% | -2.22%   | 8.89%   | -1.11%                           | 0.00%      | -2.22%       |

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

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

\*\* HISPANIC 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 2022

**Client Reporting System**  
**CLI660B Compliance Indicator I - Program Areas**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**All Programs – Enrollee Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Enrollment (1) Count</b>   | 5,246            | 3,103  | 460      | 614      |
| <b>Total Enrollment (1) Percent</b> |                  | 59.15% | 8.77%    | 11.70%   |
| <b>District POP (2) Count</b>       | 156,941          | 73,516 | 11,056   | 11,427   |
| <b>District POP (2) Percent</b>     |                  | 46.84% | 7.04%    | 7.28%    |
| <b>% Difference (3)</b>             |                  | 12.31% | 1.72%    | 4.42%    |

**All Programs – Graduate Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Graduates (4) Count</b>    | 997              | 571    | 125      | 114      |
| <b>Total Graduates (4) Percent</b>  |                  | 57.27% | 12.54%   | 11.43%   |
| <b>Total Enrollment (1) Count</b>   | 5,246            | 3,103  | 460      | 614      |
| <b>Total Enrollment (1) Percent</b> |                  | 59.15% | 8.77%    | 11.70%   |
| <b>% Difference (3)</b>             |                  | -1.88% | 3.77%    | -0.27%   |

\*\* 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

**Client Reporting System**  
**CLI660B Compliance Indicator I - Program Areas**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Agriculture – Enrollee Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Enrollment (1) Count</b>   | 133              | 99     | 18       | 11       |
| <b>Total Enrollment (1) Percent</b> |                  | 74.44% | 13.53%   | 8.27%    |
| <b>District POP (2) Count</b>       | 156,941          | 73,516 | 11,056   | 11,427   |
| <b>District POP (2) Percent</b>     |                  | 46.84% | 7.04%    | 7.28%    |
| <b>% Difference (3)</b>             |                  | 27.59% | 6.49%    | 0.99%    |

**Agriculture – Graduate Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Graduates (4) Count</b>    | 26               | 19     | 3        | 4        |
| <b>Total Graduates (4) Percent</b>  |                  | 73.08% | 11.54%   | 15.38%   |
| <b>Total Enrollment (1) Count</b>   | 133              | 99     | 18       | 11       |
| <b>Total Enrollment (1) Percent</b> |                  | 74.44% | 13.53%   | 8.27%    |
| <b>% Difference (3)</b>             |                  | -1.36% | -2.00%   | 7.11%    |

\*\* FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE \*\*

\*\* 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

Northwood Technical College  
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)  
 Annual Update for Fiscal Year 2022

**Client Reporting System**  
**CLI660B Compliance Indicator I - Program Areas**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/28/2021

**Business – Enrollee Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Enrollment (1) Count</b>   | 1,734            | 959    | 119      | 206      |
| <b>Total Enrollment (1) Percent</b> |                  | 55.31% | 6.86%    | 11.88%   |
| <b>District POP (2) Count</b>       | 156,941          | 73,516 | 11,056   | 11,427   |
| <b>District POP (2) Percent</b>     |                  | 46.84% | 7.04%    | 7.28%    |
| <b>% Difference (3)</b>             |                  | 8.46%  | -0.18%   | 4.60%    |

**Business – Graduate Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Graduates (4) Count</b>    | 220              | 145    | 17       | 20       |
| <b>Total Graduates (4) Percent</b>  |                  | 65.91% | 7.73%    | 9.09%    |
| <b>Total Enrollment (1) Count</b>   | 1,734            | 959    | 119      | 206      |
| <b>Total Enrollment (1) Percent</b> |                  | 55.31% | 6.86%    | 11.88%   |
| <b>% Difference (3)</b>             |                  | 10.60% | 0.86%    | -2.79%   |

\*\* 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

**Client Reporting System**  
**CLI660B Compliance Indicator I - Program Areas**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/28/2021

**Family & Consumer Ed – Enrollee Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Enrollment (1) Count</b>   | 270              | 261    | 31       | 34       |
| <b>Total Enrollment (1) Percent</b> |                  | 96.67% | 11.48%   | 12.59%   |
| <b>District POP (2) Count</b>       | 156,941          | 73,516 | 11,056   | 11,427   |
| <b>District POP (2) Percent</b>     |                  | 46.84% | 7.04%    | 7.28%    |
| <b>% Difference (3)</b>             |                  | 49.82% | 4.44%    | 5.31%    |

**Family & Consumer Ed – Graduate Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Graduates (4) Count</b>    | 84               | 82     | 8        | 8        |
| <b>Total Graduates (4) Percent</b>  |                  | 97.62% | 9.52%    | 9.52%    |
| <b>Total Enrollment (1) Count</b>   | 270              | 261    | 31       | 34       |
| <b>Total Enrollment (1) Percent</b> |                  | 96.67% | 11.48%   | 12.59%   |
| <b>% Difference (3)</b>             |                  | 0.95%  | -1.96%   | -3.07%   |

\*\* 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

**Client Reporting System**  
**CLI660B Compliance Indicator I - Program Areas**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/28/2021

**General Ed – Enrollee Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Enrollment (1) Count</b>   | 367              | 240    | 16       | 36       |
| <b>Total Enrollment (1) Percent</b> |                  | 65.40% | 4.36%    | 9.81%    |
| <b>District POP (2) Count</b>       | 156,941          | 73,516 | 11,056   | 11,427   |
| <b>District POP (2) Percent</b>     |                  | 46.84% | 7.04%    | 7.28%    |
| <b>% Difference (3)</b>             |                  | 18.55% | -2.69%   | 2.53%    |

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

**General Ed – Graduate Comparison**

| Factors for Consideration           | Total Population | Female  | Disabled | Minority |
|-------------------------------------|------------------|---------|----------|----------|
| <b>Total Graduates (4) Count</b>    | 0                | 0       | 0        | 0        |
| <b>Total Graduates (4) Percent</b>  | 0.00%            | 0.00%   | 0.00%    | 0.00%    |
| <b>Total Enrollment (1) Count</b>   | 367              | 240     | 16       | 36       |
| <b>Total Enrollment (1) Percent</b> |                  | 65.40%  | 4.36%    | 9.81%    |
| <b>% Difference (3)</b>             |                  | -65.40% | -4.36%   | -9.81%   |

\*\* 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



**Client Reporting System**  
**CLI660B Compliance Indicator I - Program Areas**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Health – Enrollee Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Enrollment (1) Count</b>   | 1,402            | 1,184  | 127      | 166      |
| <b>Total Enrollment (1) Percent</b> |                  | 84.45% | 9.06%    | 11.84%   |
| <b>District POP (2) Count</b>       | 156,941          | 73,516 | 11,056   | 11,427   |
| <b>District POP (2) Percent</b>     |                  | 46.84% | 7.04%    | 7.28%    |
| <b>% Difference (3)</b>             |                  | 37.61% | 2.01%    | 4.56%    |

**Health – Graduate Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Graduates (4) Count</b>    | 277              | 230    | 25       | 31       |
| <b>Total Graduates (4) Percent</b>  |                  | 83.03% | 9.03%    | 11.19%   |
| <b>Total Enrollment (1) Count</b>   | 1,402            | 1,184  | 127      | 166      |
| <b>Total Enrollment (1) Percent</b> |                  | 84.45% | 9.06%    | 11.84%   |
| <b>% Difference (3)</b>             |                  | -1.42% | -0.03%   | -0.65%   |

\*\* 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

**Client Reporting System**  
**CLI660B Compliance Indicator I - Program Areas**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Industrial – Enrollee Comparison**

| Factors for Consideration           | Total Population | Female  | Disabled | Minority |
|-------------------------------------|------------------|---------|----------|----------|
| <b>Total Enrollment (1) Count</b>   | 777              | 74      | 71       | 91       |
| <b>Total Enrollment (1) Percent</b> |                  | 9.52%   | 9.14%    | 11.71%   |
| <b>District POP (2) Count</b>       | 156,941          | 73,516  | 11,056   | 11,427   |
| <b>District POP (2) Percent</b>     |                  | 46.84%  | 7.04%    | 7.28%    |
| <b>% Difference (3)</b>             |                  | -37.32% | 2.09%    | 4.43%    |

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

**Industrial – Graduate Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Graduates (4) Count</b>    | 233              | 17     | 35       | 37       |
| <b>Total Graduates (4) Percent</b>  |                  | 7.30%  | 15.02%   | 15.88%   |
| <b>Total Enrollment (1) Count</b>   | 777              | 74     | 71       | 91       |
| <b>Total Enrollment (1) Percent</b> |                  | 9.52%  | 9.14%    | 11.71%   |
| <b>% Difference (3)</b>             |                  | -2.23% | 5.88%    | 4.17%    |

\*\* 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

**Client Reporting System**  
**CLI660B Compliance Indicator I - Program Areas**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Marketing – Enrollee Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Enrollment (1) Count</b>   | 197              | 96     | 20       | 21       |
| <b>Total Enrollment (1) Percent</b> |                  | 48.73% | 10.15%   | 10.66%   |
| <b>District POP (2) Count</b>       | 156,941          | 73,516 | 11,056   | 11,427   |
| <b>District POP (2) Percent</b>     |                  | 46.84% | 7.04%    | 7.28%    |
| <b>% Difference (3)</b>             |                  | 1.89%  | 3.11%    | 3.38%    |

**Marketing – Graduate Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Graduates (4) Count</b>    | 25               | 16     | 16       | 3        |
| <b>Total Graduates (4) Percent</b>  |                  | 64.00% | 64.00%   | 12.00%   |
| <b>Total Enrollment (1) Count</b>   | 197              | 96     | 20       | 21       |
| <b>Total Enrollment (1) Percent</b> |                  | 48.73% | 10.15%   | 10.66%   |
| <b>% Difference (3)</b>             |                  | 15.27% | 53.85%   | 1.34%    |

- (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

Northwood Technical College  
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)  
 Annual Update for Fiscal Year 2022

**Client Reporting System**  
**CLI660B Compliance Indicator I - Program Areas**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Service – Enrollee Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Enrollment (1) Count</b>   | 276              | 177    | 44       | 43       |
| <b>Total Enrollment (1) Percent</b> |                  | 64.13% | 15.94%   | 15.58%   |
| <b>District POP (2) Count</b>       | 156,941          | 73,516 | 11,056   | 11,427   |
| <b>District POP (2) Percent</b>     |                  | 46.84% | 7.04%    | 7.28%    |
| <b>% Difference (3)</b>             |                  | 17.29% | 8.90%    | 8.30%    |

**Service – Graduate Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Graduates (4) Count</b>    | 77               | 57     | 14       | 11       |
| <b>Total Graduates (4) Percent</b>  |                  | 74.03% | 18.18%   | 14.29%   |
| <b>Total Enrollment (1) Count</b>   | 276              | 177    | 44       | 43       |
| <b>Total Enrollment (1) Percent</b> |                  | 64.13% | 15.94%   | 15.58%   |
| <b>% Difference (3)</b>             |                  | 9.90%  | 2.24%    | -1.29%   |

\*\* 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

Northwood Technical College  
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)  
 Annual Update for Fiscal Year 2022

**Client Reporting System**  
**CLI660B Compliance Indicator I - Program Areas**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Technical & TV – Enrollee Comparison**

| Factors for Consideration           | Total Population | Female  | Disabled | Minority |
|-------------------------------------|------------------|---------|----------|----------|
| <b>Total Enrollment (1) Count</b>   | 90               | 13      | 14       | 6        |
| <b>Total Enrollment (1) Percent</b> |                  | 14.44%  | 15.56%   | 6.67%    |
| <b>District POP (2) Count</b>       | 156,941          | 73,516  | 11,056   | 11,427   |
| <b>District POP (2) Percent</b>     |                  | 46.84%  | 7.04%    | 7.28%    |
| <b>% Difference (3)</b>             |                  | -32.40% | 8.51%    | -0.61%   |

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

**Technical & TV – Graduate Comparison**

| Factors for Consideration           | Total Population | Female | Disabled | Minority |
|-------------------------------------|------------------|--------|----------|----------|
| <b>Total Graduates (4) Count</b>    | 55               | 5      | 7        | 0        |
| <b>Total Graduates (4) Percent</b>  |                  | 9.09%  | 12.73%   | 0.00%    |
| <b>Total Enrollment (1) Count</b>   | 90               | 13     | 14       | 6        |
| <b>Total Enrollment (1) Percent</b> |                  | 14.44% | 15.56%   | 6.67%    |
| <b>% Difference (3)</b>             |                  | -5.35% | -2.83%   | -6.67%   |

\*\* 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

Northwood Technical College  
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)  
 Annual Update for Fiscal Year 2022

**Client Reporting System  
 CLI670 Compliance Indicator II – Sex**

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Enrollee Comparison**

| Factors for Consideration           | Total Population | Female | Male    | Unknown Sex |
|-------------------------------------|------------------|--------|---------|-------------|
| <b>Total Enrollment (1) Count</b>   | 5,246            | 3,103  | 2,133   | 10          |
| <b>Total Enrollment (1) Percent</b> |                  | 59.15% | 40.66%  | 0.19%       |
| <b>District POP (2) Count</b>       | 156,941          | 73,516 | 83,425  | 0           |
| <b>District POP (2) Percent</b>     |                  | 46.84% | 53.16%  | 0.00%       |
| <b>% Difference (3)</b>             |                  | 12.31% | -12.50% |             |
| <b>Quotient (4)</b>                 |                  | 1.26   | 0.76    |             |
| <b>Difference = 650.30</b>          |                  |        |         |             |

**Graduate Comparison**

| Factors for Consideration           | Total Population | Female | Male   | Unknown Sex |
|-------------------------------------|------------------|--------|--------|-------------|
| <b>Total Graduates (5) Count</b>    | 997              | 571    | 426    | 0           |
| <b>Total Graduates (5) Percent</b>  |                  | 57.27% | 42.73% | 0.00%       |
| <b>Total Enrollment (1) Count</b>   | 5,246            | 3,103  | 2,133  | 10          |
| <b>Total Enrollment (1) Percent</b> |                  | 59.15% | 40.66% | 0.19%       |
| <b>% Difference (6)</b>             |                  | -1.88% | 2.07%  |             |
| <b>Quotient (7)</b>                 |                  | 0.97   | 1.05   |             |
| <b>Difference = 19.85</b>           |                  |        |        |             |

\*\* GRADUATE FEMALE 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

Northwood Technical College  
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)  
 Annual Update for Fiscal Year 2022

**Client Reporting System**  
**CLI680 Compliance Indicator III – Disabled**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Enrollee Comparison**

| Factors for Consideration                 | Total Population | Disabled |
|---|------------------|----------|
| <b>Total Enrollment (1) Count</b>         | 5,246            | 460      |
| <b>Total Enrollment (1) Percent</b>       |                  | 8.77%    |
| <b>Working Age Population (2) Count</b>   | 156,941          | 11,056   |
| <b>Working Age Population (2) Percent</b> |                  | 7.04%    |
| <b>% Difference (3)</b>                   |                  | 1.72%    |
| <b>Quotient (4)</b>                       |                  | 1.24     |
| <b>Difference = 90.44</b>                 |                  |          |

**Graduate Comparison**

| Factors for Consideration           | Total Population | Disabled |
|-------------------------------------|------------------|----------|
| <b>Total Graduates (5) Count</b>    | 997              | 125      |
| <b>Total Graduates (5) Percent</b>  |                  | 12.54%   |
| <b>Total Enrollment (1) Count</b>   | 5,246            | 460      |
| <b>Total Enrollment (1) Percent</b> |                  | 8.77%    |
| <b>% Difference (6)</b>             |                  | 3.77%    |
| <b>Quotient (7)</b>                 |                  | 1.43     |
| <b>Difference = 37.58</b>           |                  |          |

Northwood Technical College  
 Five-Year Affirmative Action/Equal Opportunity Plan (2019-2024)  
 Annual Update for Fiscal Year 2022

**Client Reporting System**  
**CLI690 Compliance Indicator IV – LEP**  
 Warning – The Selected Fiscal Year Is Not Final

Fiscal Year: 2022  
 District: Northwood Technical College  
 Date Completed: 7/18/2022

**Enrollee Comparison**

| Factors for Consideration    | Total Population | LEP    |
|------------------------------|------------------|--------|
| Total Enrollment (1) Count   | 5,246            | 1      |
| Total Enrollment (1) Percent |                  | 0.02%  |
| Adult POP (2) Count          | 156,941          | 5,587  |
| Adult POP (2) Percent        |                  | 3.56%  |
| % Difference (3)             |                  | -3.54% |
| Quotient (4)                 |                  | 0.01   |
| Difference = 185.75          |                  |        |

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

**Graduate Comparison**

| Factors for Consideration    | Total Population | LEP   |
|------------------------------|------------------|-------|
| Total Graduates (5) Count    | 997              | 1     |
| Total Graduates (5) Percent  |                  | 0.10% |
| Total Enrollment (1) Count   | 5,246            | 1     |
| Total Enrollment (1) Percent |                  | 0.02% |
| % Difference (6)             |                  | 0.08% |
| Quotient (7)                 |                  | 5.26  |
| Difference = 0.81            |                  |       |