

NORTHWOOD TECH'S EQUITY AND INCLUSION Strengths and Opportunities

Northwood Tech Strengths

Compared to the total district population for 2018-2019, **Northwood Tech had a higher percentage of enrollments and graduation of:**

- ▶ American Indian
- ▶ Asian
- ▶ Black
- ▶ Hispanic
- ▶ Multi-racial
- ▶ Total Minority populations

Compared to the previous year, **Northwood Tech increased the percentage of enrollments of:**

- ▶ American Indian
- ▶ Asian
- ▶ Black
- ▶ Hispanic
- ▶ Multi-racial
- ▶ Total Minority populations

Northwood Tech troubleshoots student issues and makes support programs available through the work of skillful staff and standardized processes.

Northwood Tech Growth Opportunities

In FY19, Perkins V numbers showed **60.88% of our population as female with only 5.56% Non-Traditional Occupation (NTO) enrollments and 37.5% of our population as male with 18.55% NTO enrollments.** This indicates that males are much more likely, and possibly more comfortable, to enroll in and pursue a non-traditional field of occupation at Northwood Tech.

Northwood Tech will seek alternative ways to provide information for minority students to make sure they know about and utilize available support systems.

Northwood Tech will improve outreach to the Hispanic population as this is the only race/ethnicity group that is underrepresented compared to the local workforce. The College will learn about barriers and add appropriate supports for improving Hispanic student program completion rates.

The College will implement strategies to recruit more diverse staff and faculty to better represent the student body and reflect the local workforce.

The College will identify barriers that could explain why certain minority students are underrepresented in high-wage programs.

Project Leaders

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Team Members

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Data Collected

2018-2019 | FY2019



Northwood
Technical College

Administrative Office | Shell Lake, Wisconsin

Equal Opportunity Employer and Educator

Northwood Technical College does not discriminate on the basis of race, color, ancestry, religion, sex, service in the uniformed services, veteran status, national origin, age, disability, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions, or status in any group protected by state or local law in employment, admissions or its programs or activities.

The following person has been designated to handle inquiries regarding the College's nondiscrimination policies:

Amanda Gohde
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NORTHWOOD
TECHNICAL COLLEGE

2020 Local Equity Report



Northwood
Technical College

northwoodtech.edu

Learning is our passion.

As Northwest Wisconsin's leader in technical education, Northwood Tech creates dynamic opportunities for career preparation and personal effectiveness. We are committed to making each and every experience with us meaningful and professional.

Learning First

2020 NORTHWOOD TECH LOCAL EQUITY REPORT

► PURPOSE

The Equity Report is intended to provide information about Northwood Tech's key findings as they relate to providing service to certain special populations. The College strives to make sure all individuals have reasonable access to postsecondary programs and services, as well as appropriate support to assist them in their educational journey. The report looks at gaps in access and success for Northwood Tech students and staff along with a short-term (one year) and long-term (four year) plan to address the equity gaps and advance inclusion across the district.

► STRENGTHS AND OPPORTUNITIES

Analysis of the data provides insights into Northwood Tech students and staff. Key findings from the data uncovered strengths and opportunities related to equity and inclusion at the College. The Strengths and Opportunities table summarizes these findings.

*For the complete report, visit www.witc.edu/about-witc/institutional-organization-and-priorities/research-and-resources



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northwoodtech.edu . 800.243.9482

Northwood Tech Short and Long-Term Plans to Address Equity Gaps and Advance Inclusion

Northwood Tech Short-Term (1 Year)	<p>Northwood Tech has established a consortium of regional literacy partners to continue to address rural poverty and literacy throughout our district.</p> <p>Agencies include:</p> <ul style="list-style-type: none"> Community-based literacy councils Lac Courte Orielles Ojibwe College (LCOOC) Workforce Development Boards (WDB) for Region Seven and Region Eight and their operational agencies 	<p>Full-time Veteran Student Advocate serves as a “one stop” source for veteran students to access their educational benefits and provide consistent, scheduled outreach to support their unique educational needs.</p>
	<p>The ultimate goal is employment with an emphasis toward careers that align with in-demand identified job sectors:</p> <ul style="list-style-type: none"> Construction Healthcare Manufacturing 	<p>Accommodation Specialists focus on coordinating services for students with disabilities in an effort to create an equitable learning environment.</p>
	<p>Recent implementation of the Customer Relationship Management (CRM) system has shortened the response time for student needs and has increased student/staff communication.</p>	<p>Perkins Reserve-Capacity Building for Equity and Inclusion Grant funds will expand student accessibility in Blackboard through a software enhancement with Ally® and offer professional development and learning opportunities for staff that focuses on Northwood Tech culture, equity, and inclusion efforts for all student populations.</p>
	<p>Northwood Tech will implement initiatives to address gaps in credential attainment:</p> <ul style="list-style-type: none"> Adding diversity to advisory committee membership. Developing district and community partner role models that can be a presence within the college for interaction with students. Creating or adding additional diversity to already existing steering councils to provide advice to college on retention and credential attainment. Educating all faculty and staff (full and part-time) on the importance of equality and diversity and the role it plays in and out of the classroom. 	<p>Northwood Tech will also implement strategies on improving recruitment, retention, and training of staff in underrepresented groups specifically aimed at Perkins V indicators.</p>
Northwood Tech Long-Term (Next 4 Years)	<p>The College will continue to expand student accessibility with the addition of eLearning that will be available through the 5G AI partnership.</p>	<p>The College will create educational opportunities to expand students’ understanding of Northwood Tech culture and equity and inclusion initiatives by including student representatives on Diversity, Equity, and Inclusion Team.</p>
		<p>Northwood Tech will implement initiatives to address gaps in nontraditional occupational enrollment and graduation rates:</p> <ul style="list-style-type: none"> Visiting NTO classrooms and labs to ensure climate is equitable and open to all genders. Educating instructors to ensure NTO knowledge and compliance. Additional promotion in business & industry and workforce agencies. Adding NTO representatives to advisory committees. Connecting with females in NTO fields to speak at high school and workforce events. Enhancing peer tutoring program for all NTO students.

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