

NORTHLAND

COMMUNITY & TECHNICAL COLLEGE

Advancing Equity Committee

Special Meeting: Friday, March 15, 2024

2:00 p.m. – 3:00 p.m.

Location: TRF 662, EGF 290, and Zoom

AGENDA

Members: Sara Johnson (Co-Chair), Marnie Glazier (Co-Chair), Michelle Benitt, Jeff Pool, Julie Fenning, Kari Koenig, Caleb Curfman, Abdul Chamma, Linda Samuelson, Clinton Castle, Katlyn Tamaalii, and Rebecca Johnson.

1. Information

- NAPE Showcase & Project Update

2. Discussion

- Reviewing the Equity Scorecard

KPI 1: Student Success

KPI 2: Compositional Diversity

KPI 3: Employee Retention and Development

KPI 4: Supplier Diversity

KPI 5: Equity Strategies, Structures & Actions (in development)

KPI 6: Campus Climate (in development)

- Tying our DEI Plan to our Strategic Plan and the KPI's of the Equity Scorecard

3. Adjourn/Next meeting: April 18, 2024

Meeting Minutes

NAPE – Jeff, Katlyn, John, & 3 students attended the National Alliance for Partnerships in Equity Showcase, March 12-14 in Atlanta. Tasked with an action response project to work towards in one of 4 areas (making use of authentic student voice among those, creating systems of accountability for our equity work – the group originally chose to focus on both and then really honed in on making use of authentic student voice). The NAPE projects are intended to connect with Perkins V, Comprehensive Local Needs Assessment (CLNA) work, and while our group initially questioned how this NAPE involvement would tie into that CLNA work, it became clear that centering student voice was the real core of this work. Northland was the only group to have students involved from the outset – and to bring students to the Atlanta showcase. As students began to share, the project presented itself: student senate was not equitably representing student voice – on both campuses – and the students



wanted to address this. The group, post-conference wants to continue this project and ensure that the equity gaps in student senate – and thus centering student voice – continues on, making sure the work we’re doing in DEI is bigger than any of us in this group. This brought the group to the realization that they’d like to recommend having this team develop a subcommittee to house the NAPE work in going forward.

Members were asked to consider who is missing at the table on this committee, and invite peers and students to join the group. Possibly, tasking each senate president with sitting on the Advancing Equity Committee.

Equity Scorecard – Scorecard was reviewed and discussed. Group will review the scorecard information again,

https://www.minnstate.edu/system/equity/Equity%20Scorecard.html?gad_source=1&gclid=EAlaIQobChMIpo-w1_72hAMVqmhHAR3R1QZJEAAYASAAEgJncvD_BwE

John, Katlyn, & Caleb will get together a 15-20 minute presentation on how this will be aligned with our work and our DEI plan.

This, and the NAPE subcommittee proposal will be on the next meeting agenda for April.

