

NORTHLAND

COMMUNITY & TECHNICAL COLLEGE

Meeting Name: Advancing Equity

Date & Time: Thursday, October 23, 2025 at 3:30 pm

Campus & Room #: Zoom

Committee Minutes

Attendees: Kirsten Michalke, Katlyn Tamaalii, Rebecca Johnson, John Fields, Maureen Monson

Absent: Joseph Agbeko, Abdul Chamma, Dawn Eickman, Clinton Castle

Topic	Responsible Party	Discussion/Outcome
Call to order		
1. Equity2030 Initiative	Discussion and Action	<ul style="list-style-type: none">Kirsten shared Minnesota State Equity Blog site with committee members. Minnesota State - Equity 2030 BlogShared information regarding Northwest Regional Convening held at Minnesota State University, Moorhead on October 14, 2025. System Office held meetings across the state to identify unique characteristics of work conducted in each region. Those that attended provided summary of lessons learned (e.g., BSU offering Indigenous Studies classes unique to program area; M-State implemented a new student in-take form to gather student needs and areas of interest – clubs, athletics, etc.; MSUM provided info on sharing data with programs and individual faculty members regarding success rates and retention – ACTION: Becca will reach out to MSUM regarding Evidence Based Retention Strategies.)

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		<ul style="list-style-type: none"> Discussed data collection and sharing for Northland's Student Achievement as well as Campus Climate – how can we best engage students, staff, and faculty with future surveys? How do make good use of the data collected? John and Katlyn will review Minn State data to find similar colleges so that we can compare to peers with success measures. This will help align our data and goals with HLC and make movement toward Equity2030 initiatives. (e.g., compare to colleges with similar headcount, similar credit production, similar demographics). When we are rural and have small Ns for demographic data, it's useful to compare our data against similar peer colleges.
2. Welcoming Grant	Update	Kirsten met with Mahogany and a student rep from the newly formed International Student group on the EGF campus on October 7. Discussed ways to potentially utilize some grant funding for upcoming activities on EGF campus.
3. College Council Flag Display Proposal	Committee action item	<p>May 2025 Proposal to College Council to add signage on EGF and TRF campuses regarding flag displays; discussion on how to update display and/or additional ideas on how to represent student body. This committee did not meet over the summer; will focus on this initiative this fall.</p> <p>ACTION from September: Kirsten sent proposal and research conducted on how other colleges update flag displays on campuses to the full committee. Discussed briefly at October meeting. Will see if the International student group in EGF can provide input. Decision made to not rush this project and to continue to collect input and ideas.</p>
4. Mental Health First Aid	Update	Students Senates on both the EGF and TRF campuses have approved funding to provide MHFA certification classes for students: December 5 in TRF and February 13 in EGF. Kristianne in WDS and Becca as an instructor will continue coordinate.
5. Other		<ul style="list-style-type: none"> Who else shall we add to this group? Ensure all Deans are represented. Additional staff and faculty may also join if interested. Notified that Northland was awarded \$12,032 for a Student Basics Needs grant.
6. Adjourned		Next meetings are updated to Thursdays, November 13 and December 11, 2025. Need to find a new day/time for Spring Semester meetings.