

APPENDIX A

Minneapolis Community & Technical College
PPOE Affirmative Action Worksheet 2021
Description of Any Other Affirmative Action Efforts Made in
The Past Year or Planned for the Next Year

Minneapolis College PPOE Affirmative Action Efforts: June 30, 2020-July 1, 2021

1. **Demographic Data: Law Enforcement Majors:** Here is the most recent data available on the percentage of our Law Enforcement majors for the AS award in the following demographic groups:

	FY2021	FY2020	FY2019	FY2018	FY2017	FY2016
Students of color	89%	82%	75%	74%	68%	68%
Not students of color	11%	18%	25%	26%	32%	32%
Female	33%	33%	35%	35%	37%	36%
Male	56%	67%	65%	65%	63%	64%

In this context, “Students of Color” refers to students who identified their ethnicity or race as Black/African-American, Native American, Asian/Pacific Islander, or Hispanic and are not nonresident aliens.

2. **Action areas 1 and 2:** Minneapolis College takes seriously its responsibility to support its students of color and to provide diverse perspectives in all learning spaces. This is reflected both in staffing and in structures. For example:
 - The college has a Vice President of Equity and Inclusion. This individual is a member of the college president’s cabinet.
 - The college has an Equity and Inclusion division which includes staff members focused on American Indian, African American, and Latinx student populations.
 - The college has standing committees which include Equity and Inclusion and Equity by Design (focused on classroom practices).
 - The college’s full-time Law Enforcement Program faculty member and PPOE Coordinator, Vosinick Kellum, is a Minneapolis native and the former President of the Minnesota chapter of the National Black Police Officers’ Association. Mr. Kellum continues to serve on the Public Policy Committee of the African American Leadership Council. Additionally, Mr. Kellum continues to volunteer for the National Black Police Officers’ Association.
 - The college’s commitment to be a leader in equity and inclusion is reflected in our extensive professional development opportunities available to faculty members, including an in-depth, innovative semester long training on Culturally Relevant Pedagogy. The college has declared itself an anti-racist institution and leadership

from the college will be participating in Harvard University's "Bravely Confronting Racism in Higher Education" program.

- Minneapolis College offers weekly "African American Education Empowerment Spotlight" discussions that are open to students, faculty, and staff.
3. **Action Areas 3A, 3B, 9E, 9F**: The college's Fiscal Year 2022 Federal Carl D. Perkins Career and Technical Education Grant has several relevant provisions, including:
 - Continuing what was started during the previous academic year, Perkins continues to support a new law enforcement-focused pathway between Minneapolis Public Schools (at Edison High School) and Minneapolis College. This dual credit opportunity program/pathway consists primarily of students of color and is taught by an African-American female instructor at Edison High School.
 - The Minneapolis College Academic Affairs Division allocated funds from its Perkins funds to the Law Enforcement Transfer Pathway Program. The program will use these funds to pay for Reasonable Credit Equivalency credits for Law Enforcement Program faculty member and PPOE Coordinator, Vosinick Kellum, during the 2021-2022 academic year to continue building an admission pipeline for prospective law enforcement majors. One goal of this admission pipeline is to increase the number of students of color and women into our Law Enforcement Program at the college.
 4. **Action Area 4B**: Minneapolis College is a member of the Law Enforcement Professional Licensing Program Consortium with Hennepin Technical College, Century College, Inver Hills Community College, Normandale College, and North Hennepin Community College (the "LEC").
 5. **Action Areas 5A, 8A, and 9D**: The college has a range of academic and social supports for its students, including:
 - The Equity and Inclusion division of the college runs multiple events per month for students on issues of diversity, including speaker series, workshops, discussion groups, and support groups (including, for example, the Community Healing Collaborative, Living Room Conversations, Courageous Conversations, Real Talk Series, an annual month long celebration of Dr. Martin Luther King Jr.).
 - The college has an array of student clubs and organizations, including African American Empowerment Initiative, Black Student Union, PRIDE, Raices Unidas, and United Nations of Indian Tribes for Education (UNITE).
 - Minneapolis College offers academic support services for all students through our Academic Support Center.
 6. **Action Area 9A**: Law Enforcement faculty member and PPOE Coordinator, Vosinick Kellum, served on the Minnesota State Taskforce on Law Enforcement Education Reform. Following his work on this task force, the college is committed to engaging in

long-term evaluation of our Law Enforcement Program curriculum through an equity lens. Additionally, the college is in the process of determining how to implement the recommendations made by the taskforce in a report published in February 2021.

7. **Action Area 9C**: The Minneapolis College Library's Collection Department Development Policy includes the following language:
- Materials selected will: Reflect a wide range of views representing many sides of contemporary issues in order to promote critical thinking and objective evaluation skills and foster respect for everyone in our diverse community by accurately reflecting contributions and achievements of women and men, as well as individuals and members of groups of various racial, social, ethnic, religious, sexual orientation, and cultural backgrounds.
 - College library staff apply this policy to all subject areas in the library's collection, including law enforcement and criminal justice. The library has a robust and continually expanding collection of physical and digital resources focused on diverse perspectives on law enforcement, criminal justice, and public safety.
 - The Minneapolis College Library also has databases that provide access to the full-text of scholarly and professional journals in law enforcement, criminal justice, and ethnic/minority studies. The college subscribes to the following databases:
 - [American Indian Experience \(ABC-CLIO\)](#)
 - [Black Studies Center \(ProQuest\)](#)
 - [Oxford African American Studies Center](#)
 - [CQ Researcher](#)
 - [Issues & Controversies \(Infobase\)](#)
 - [Opposing Viewpoints \(Gale In Context\)](#)
 - [Points of View Reference Center \(EBSCO\)](#)

The following titles have been recently added to our library collection as well:

- Alexander, Michelle, and Cornel West. *The New Jim Crow : Mass Incarceration in the Age of Colorblindness* . Tenth Anniversary edition., The New Press, 2020. Ebook.
- Avery, Joseph, and Joel Cooper. *Bias in the Law : a Definitive Look at Racial Prejudice in the U.S. Criminal Justice System* . Lexington Books, 2020. Print and ebook.
- Barkow, Rachel E. *Prisoners of Politics : Breaking the Cycle of Mass Incarceration* . The Belknap Press of Harvard University Press, 2019. Print.
- Coffee, John C. *Corporate Crime and Punishment : the Crisis of Underenforcement* . 1st edition, Berrett-Koehler Publishers, Inc., 2020. Ebook.
- Hill, Marc Lamont, et al. *We Still Here : Pandemic, Policing, Protest, & Possibility* . Haymarket Books, 2020. Ebook.
- Lewandowski, Carla, and Jeff Bumgarner. *Criminal Justice in America: The Encyclopedia of Crime, Law Enforcement, Courts, and Corrections*. ABC-CLIO, an imprint of ABC-CLIO, LLC, 2020. Ebook.

- Meade, Desmond. *Let My People Vote: My Battle to Restore the Civil Rights of Returning Citizens*. Beacon Press, 2020. Ebook.
- Saito, Natsu Taylor. *Settler Colonialism, Race, and the Law : Why Structural Racism Persists* . New York University Press, 2020, doi:10.18574/9780814708170. Ebook.