

## **Vermilion Community College Law Enforcement Program Diversity 2021 Efforts**

Vermilion Community College's (VCC) Park Ranger Law Enforcement Academy continues to work towards improved diversity in the program students and staff. This year the academy recruited 10 female students. Additionally, we continued to recruit and solicit female and minority adjunct instructors. Fish & Wildlife Service Assistant Chief Katherine Korte assisted recruiting as a member of the Women in Federal Law Enforcement (WIFLE) committee and as an FBI National Academy graduate.

25% of our student base is female, so recruiting is improving. 5% of our student base are minority members, so we still need improvement. We have brought in minority police officers for recruiting and diversity. We've consulted with the National Organization of Black Law Enforcement Executives (NOBLE) and the International Association of Chiefs of Police for advice. VCC staff has attended numerous recruiting functions in Minnesota, Wisconsin, and North and South Dakota. I continue to participate in the campus blue ribbon military veterans' group on campus.

We've brought in several diverse law enforcement guest speakers to discuss diversity in law enforcement and diversity related law enforcement issues. One guest speaker was Senator Mary Kunesch who gave a presentation on the Missing and Murdered Indigenous Women Task Force. We identified \$65,330 in minority scholarships and have advertised this information via the law enforcement club, outreach, and posters.

The law enforcement club continued to support community policing efforts including COVID inoculation clinics held on campus, the Ely Marathon, and the Ely Police Department. Ely Police Chief Chad Houde hired one of our female law enforcement students as a paid intern this past summer thereby making her the only female member of the all-male department.