

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Alexandria Technical & Community College

Coordinator Name: Scott Berger

Date: July 13, 2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
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4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

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	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

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PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Bemidji State University

Coordinator Name: Michael Herbert

Date: 08/30/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

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1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

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Affirmative Action Area	Strategy	Report		Plan
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4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

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	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

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PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Central Lakes College

Coordinator Name: Gae Davis

Date: 06/29/22

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	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
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	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

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	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Century College

Coordinator Name: Sara Edel

Date: 8/2/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

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Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Concordia University, Saint Paul

Coordinator Name: Dr. Beth Glynn Chambers

Date: 9/6/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

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Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

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PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Fond du Lac Tribal and Community

Coordinator Name: Wade J. Lamirande

Date: June 30, 2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

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Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

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	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

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PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Hamline University

Coordinator Name: Shelly Schaefer

Date: 9.23.22

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Hennepin Technical College

Coordinator Name: Tom Draper

Date: July 7, 2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

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PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Minnesota North College - Hibbing Campus, Law Enforcement

Coordinator Name: Steve Kovacic

Date: 9/19/22

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Leech Lake Tribal College

Coordinator Name: Frank Homer

Date: 07/20/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

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Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Minnesota State University Mankato

Coordinator Name: Pat Nelson

Date: 9/13/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Minneapolis College (Minneapolis Community & Technical College)

Coordinator Name: Ann Deiman-Thornton

Date: 9/29/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: M State Moorhead Community and Technical College

Coordinator Name: Jeffrey Nelson

Date: 9-14-2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

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Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: M State Moorhead Community and Technical College

Coordinator Name: Jeffrey Nelson

Date: 9-14-2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Minnesota West Community and Technical College Law Enforcement Program

Coordinator Name: Michael Cumiskey

Date: 09/26/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Northland Community and Technical College

Coordinator Name: David R. Lovly

Date: 9/19/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Rasmussen University

Coordinator Name: Bentley Jackson

Date: 9-30-2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Ridgewater College

Coordinator Name: Kyle Larson

Date: 10/11/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Riverland Community College

Coordinator Name: Rich Watkins

Date: 9/19/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Rochester Community and Technical College

Coordinator Name: Vincent Scheckel

Date: 09/1/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Justice Administration

Coordinator Name: BC Franson

Date: 9/27/22

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Saint Mary's University of Minnesota

Coordinator Name: Tricia Klosky

Date: 9-23-22

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: University of Minnesota Crookston

Coordinator Name: David Seyfried

Date: 09/30/22

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: University of St.Thomas

Coordinator Name: Tanya Gladney

Date: 9-27-2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input checked="" type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: University of Northwestern - St. Paul

Coordinator Name: Heather Van Zee

Date: 9/29/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

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Affirmative Action Areas 1 - 11	Strategy	Report			Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both		
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Vermilion Community College

Coordinator Name: C.J. Ross

Date: 9/13/22

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

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PPOE Affirmative Action Report and Plan Worksheet 2022

PPOE Program: Winona State University

Coordinator Name: Samantha Keasling

Date: 8/24/2022

MN Rules 6700.0300, Sub.6. C., requires POST Board-certified schools file an affirmative action report and plan with the board each year to document the school's effort to recruit and retain minority students and women to the school's professional peace officer education program. To comply complete this worksheet and submit it and any other pertinent information as attachments to an email message to: peggy.strand@state.mn.us, by the **October 1, 2022**.

NOTE: The information must be submitted electronically by email. Do not send it in the mail.

Directions: Listed below are many of the affirmative action strategies used by certified schools to help you identify strategies used by your school. You are not expected to use all the strategies and some strategies you use may not be included on the list but you can add them. Complete the sheet by checking the appropriate boxes to show which strategies are or are not employed by your school or PPOE program, then indicate whether they are applied just for the PPOE program, are school-wide, or apply to both. In the final column check the appropriate box to show if your program plans to employ this strategy in the coming year. If you are submitting additional documentation with this worksheet check YES in Affirmation Action area 11, Other Efforts.

Affirmative Action Areas 1 - 11	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
1. Designated Staff or group	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance & Discrimination Committee, etc.)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Faculty	A. Recruit diverse faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Provide diversity training for faculty	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Recruit at high schools in Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Recruit students at high schools and fairs outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year (July 1, 2021 through June 30, 2022)?	If yes, was this strategy applied at the level of: 1. The School, 2. The PPOE Program, or 3. Both	Does this school or PPOE program plan to apply this strategy in the next year (July 1, 2022 through June 30, 2023)?
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Form partnerships with law enforcement groups from outside of Minnesota	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Diversity Events	A. Provide celebrations, speakers, or other events that promote diversity	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6. Mentorship Programs	A. Support minority students and women through mentorship programs	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Use recruitment ads and publications that show a diverse student population	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. On-Campus Support	A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Include the historical and contemporary issues of minorities and women in policing in courses	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	D. Offer developmental courses and academic support services to help minority students and women transition into college	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input checked="" type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	1. <input type="checkbox"/> 2. <input type="checkbox"/> 3. <input type="checkbox"/>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
11. Other Efforts	Attach any additional information you have pertinent to affirmative action efforts made in the past year or planned for the next year.	Information on Additional Efforts Included? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."