	Ques	stion 1	.A								1B										Ques	tion 2	Α						
	Yes	No	NA	School	PPOE	Both	NA	Yes	No	N/A	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No	N/A	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No
Alexandria Technical and																													
Community College		x					x	x				x					x	x			Х						x	x	
	Х			х			1	Х			x			х			_	Х		_	Х					х	_	Х	
	Х			X				Х			Х			X			_	Х		_	X				Х			Х	
	X			<u> </u>			х			х	X						х			_	Х				<u>                                     </u>		v	_	
,	X			Х			^	x		^	X			Х				х			X					Х	^	х	
Fond Du Lac Tribal and	^			<del> </del>				^			^			^				^			^					^		^	
	х						x	x			x			x				x			Х			x				x	
	X			V			^	X			X			X				X			X			^		V		X	
'				Х		.,		_						X		.,										X		_	
Hennepin Technical College	Х					Х		Х			Х					X		Х			Х					Х		Х	
Hibbing Community College	Х			Х				Х			Х			Х				Х			Х			Х			-	Х	
nver Hills Community College	Х			х				х			х			х				х		_	Х					Х		Х	
eech Lake Tribal College		Х					Х		Х			Х					Х		Х		Х					Х		Х	
Metropolitan State University	Х			Х				Х			Х			Х				Х			Χ					Х		Х	
MN State University - Mankato	Х			Х				Х			Х			Х				Х			Χ					Х		Х	
MN State University -																													
Moorhead	x			x				x			x					x		x			х					x		x	
MN West Community and																													
echnical College	х			x				x			x			x				x			Х					x		Х	
MN State Community and																													
· ·	х			x				x			x			l <sub>x</sub>				x			Х					x		x	
											-																		
Northland Community College		x					x			x		x					x	x			Х						x	x	
Jniversity of Northwestern -		<u> </u>					^					<del> ^</del>					^	^			^							^	
St. Paul	x					х		x			x					l <sub>v</sub>		x			Х					x		V	
Rasmussen University	×			x		^		×			<u>,                                     </u>			v		<u> </u>		x			x					\ <u>'</u>		^	
Rasmussen University	Х			X				X			X			X				X			х					X		X	
Nides at a Course of Calles	,,			ļ.,				,			l.,				,,			,,			.,					,,		,	
Ridgewater Community College	Х			Х				Х			Х				Х			Х			Х					Х	-	Х	
, ,	Х			Х						Х	Х			Х				Х			Χ					Х		Х	
Rochester Community and																													
Technical College	Х			Х				Х			Х			Х				Х		_	Х			Х				Х	
	Х			Х				Х			Х			х				Х			Х			Х				Х	
it. Thomas University	х			х				х			х			х				х			х			х				х	
it. Mary's University	Х			Х				Х			Х			Х				Х			Х					Х		Х	
Southwest MN State University	Х			х				Х			Х			х				Х			Х			х				Х	
MN State University -																													
Crookston	х			x				х			Х			x				х			Х			x				Х	
/ermillion Community College	х			x				x			x			x				x			Х			x				x	
	Х			Х				x			x			x				Х		_	X					x		Х	
Winona State University	1.																												

	Ques	tion 2	В								Ques	stion 3	Α								Ques	tion 3	В						
	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No	N/A	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No	N/A	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No
Alexandria Technical and																													
Community College		x					x			x	x					x		х			Х					x		x	
	Х					х		х			Х					Х	-	Х		_	Х					X	_	Х	
	Х			х		-		X			x			х			_	Х		_	X					Х		Х	
	X						х			х	x						х	^		_	Х					_	v	^	
, 0	X			Х			^	x		^	x	+		х			-	Х			X			Х			^	х	
Fond Du Lac Tribal and	^			<del> </del>				^			^			^				^			^			^				^	
Community College	Х			x				x			x			x				Х			Х			X				x	
	X			X				x			<u> ^</u>	х		^			х		X		X			\ \ V				X	
Hamline University	Χ			<u>                                     </u>		\ <u>'</u>		_			\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	^				\ <u>'</u>	-	Х	Х					^		\ <u>'</u>	-	X	
Hennepin Technical College	X					Х		Х			X					X	-			_	Х					X		^`	
Hibbing Community College	Х			Х				Х			Х	_			Х			Х			Х					Х	_	Х	
nver Hills Community College	Х			х				Х			Х			х				Х		_	Х					Х		Х	
eech Lake Tribal College	Х					Х		Х			Х				Х			Х			Х					Х		Х	
Metropolitan State University	Х			Х				Х			Х					Х		Χ			Х					Х		Х	
MN State University - Mankato	Х					Х		Х			Х					Х		Χ			Χ					Х		Х	
MN State University -																													
Moorhead	х					х		х				х					х		х		х					х		х	
MN West Community and																													
Technical College	Х			х				Х			х				Х			Х			Х					x		х	
MN State Community and																													
echnical College	Х			x				Х			x					x		Х			Х					x		х	
Northland Community College		х					X			x	x					X		Х			Х					x		х	
Jniversity of Northwestern -																													
it. Paul	х					x		x			x					x		х			Х					x		x	
Rasmussen University	x			x				x			x			x				x			x				x				
idomidosen emiterate;	^										r	1						^											
Ridgewater Community College	x			x				x			x					x		х			Х					x		x	
inage water community conege											<u> </u>							^			^							^	
Riverland Community College	х					x		x			x				x			х			Х					x		x	
Rochester Community and	^					^		^			<u> </u>	1			^			^			^							^	
•	v			l,				x			x				x			х			Х					l,		x	
Technical College	X			Х		x		x			×				^	x	-	X		_	X					x		X	
St. Cloud State University St. Thomas University	X			x		^		×			^				.,	^	_	X X			X				,,	^		^	
	^			^`							X				X	X	-	• •			**				IX.	\ <u>'</u>		x	
it. Mary's University	Х			Х				Х			X					X		Χ			Х					Х		X	
											l																		
Southwest MN State University	Х			Х				Х			Х			Х				Х			Х			Х				Х	
MN State University -																													
Crookston	Х			Х				Х			Х					Х		Χ			Χ			Х				Х	
/ 'II' C 'I C . II	Χ			Х				Х			Х				Х		-	Χ			Χ					Х		Х	
Permillion Community College																													
	Х					Х		Х			Х					Х		Χ			Χ			Х				Х	

	Ques	tion 30	С								Ques	tion 4	Α								Ques	tion 4	-B						
	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No	N/A	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No	N/A	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No
Mexandria Technical and																													
Community College	Х					х		x			x			x				x			x					x		x	
	X					Х		Х			X					х		Х			Х					Х		Х	
	X			х				Х			Х				Х			Х			Х					X		Х	
Century College		Х					х	_		х	X						Х			х	X					<del> </del>	v	<del> </del>	
	Х	^		Х			^	х			X					x	^	х			X			x			<del> </del> ^	х	
Fond Du Lac Tribal and	^			^				^			^					^		^			^			^				^	
	Х			x				x			x				x			x			x					x		x	
	X			X				x			x				X			X			x			x		<u> ^</u>		x	
		\ <u>'</u>		^			\ <u>'</u>	ΙΧ	\ <u>'</u>		X				X	\ <u>'</u>		Α		\ <u>'</u>	_			X	-	\ <u>'</u>		<u>                                     </u>	
Hennepin Technical College		Х				.,	Х	.,	X		_					X				Х	X					Х			
Hibbing Community College	Х					Х		Х			Х				Х			Х			Х				Х			Х	
nver Hills Community College				х				Х			Х			Х				Х			Х			х				Х	
eech Lake Tribal College		Х					Х		Х		Х				Х			Х			Х					Х		Х	
Metropolitan State University	Х			Х				Х			Х				Х			Х			Х					Х		Х	
MN State University - Mankato	Χ			Х				Х			Х				Х			Х			Х					Х		Х	
MN State University -																													
Moorhead	х			х				х				х					х		х		х			х				х	
MN West Community and																													
Technical College	Χ					х		х			х				Х			Х			Х					х		х	
MN State Community and																													
Fechnical College	Х					х		х			x				Х			Х			X			x				x	
Northland Community College	Х					х		x			x			x				x			x					x		x	
Jniversity of Northwestern -																													
•	Х					х		x			x					x		x			x					x		x	
Rasmussen University			x				x			x			x				x			х			x				x		
tusinussen emversity																	^						<u> </u>				<del> </del>		
Ridgewater Community College	x			x				x			x				x			x			x				x			x	
inage water community conege	^							^			<u> </u>																		
Riverland Community College	Х					x		x			x				x			x			x					x		x	
Rochester Community and	^					^		^							^			^								<u> </u>		<u> </u>	
•	v					x		x			x				x			x			x				l,			l,	
Fechnical College	X			Х		^		X			x				^	x		x			x			Х	<del> ^</del>			x	
	X			Α							^					X		X			Α			X				ΙΧ	
St. Thomas University	^			V		X		X			X		\ <u>'</u>		X		\ <u>'</u>	X		\ <u>'</u>	X				X			x	
St. Mary's University	Х			Х				Х					Х				Х			Х	Х				Х			X	
Southwest MN State University	Х			Х				Х				Х					Х			Х	Х			Х				X	
MN State University -																													
Crookston	Х			Х				Х			Х				Х			Х				Х					Х		Х
Vermillion Community College	Χ					Х		Х			Х				Х			Х			Х				Х			Х	
Winona State University	Χ					Х		Х			Х					Х		Х			Х					Х		Х	
Willona State Offiversity																													

	Ques	tion 4	C								Ques	stion 5								Ques	tion 6						
				School	PPOE	Both	N/A	Yes	No	N/A	Yes		School	PPOE	Both	N/A	Yes	No	N/A	Yes		School	PPOE	Both	N/A	Yes	No
Mexandria Technical and																											
Community College	Х				x			x				x			x		x				x				х	х	
	Х					Х		Х			х				Х		Х			Х		х				Х	
	Х				Х			х			х				х		х			Х		х				Х	
Century College		х					Х			х	х					х			Х	Х					Х		_
	Х				x			х			х				х		х			Х		х				Х	_
Fond Du Lac Tribal and																											
	Х				x			x			x		x				x			x				l <sub>x</sub>		х	
	X			х				X			Х				x		Х			Х			х			Х	
Hennepin Technical College	X				x			X			Х				x		Х			X				х		Х	_
Hibbing Community College	X				X			x			X		x				X			X				X		X	
Thooning community conege											<u> </u>						<u> </u>							^		^	_
Inver Hills Community College	v				l,			v			l <sub>v</sub>				l <sub>v</sub>		l,			l <sub>v</sub>		x				,	
Leech Lake Tribal College	^ v				^	v		X			x				x		X			x		^		v		X	_
Leech Lake Tribai College	^					^		^			<u>^</u>				^		<u> </u>			^				^		^	_
Metropolitan State University	Х				x			x			x		x				x			x				x		x	
ivietropolitari State Offiversity	^				^			^			^		^				^			^				^		^	
MN State University - Mankato	Y				x			x			l <sub>x</sub>				x		x			x				<sub>v</sub>		x	
MN State University -					^			<u> </u>			<u> </u>				<u> </u>		r							^		^	_
Moorhead		l,					x		x		x				x		x			x				l, l		, l	
MN West Community and		^					^		<u> </u>		^				^		<del> </del>			^				^		^	
-	Х				x			x			v		x				x			x				<sub>v</sub>		x	
MN State Community and	^				^			^			<u> ^</u>		^				^			^				^		^	_
-	Х					x		x			x				x		x			x				<sub>x</sub>		x	
recinical conege	^					^		^			<u> ^</u>	1			^		^		+	^				^		^	
Northland Community College	Х				x			x				x			x		x				x				x	x	
University of Northwestern -	^				^			^				^			^		^				^				^	^	
St. Paul	Х					x		x			l,				x		l,			x				<sub>v</sub>		x	
Rasmussen University	^	.,			.,	^		<u> </u>			\ <u>\</u>				\ <u>'</u>		<u> ^</u>			\ <u>'</u>				\ 		^	
Rasmussen University		X			Х				X		X				X		l <sup>x</sup>			X				X		Х	
Didaguator Community College		x					x	x			x		x				x			x		x				, l	
Ridgewater Community College		^					^	^			<u>  ^                                   </u>		^				<u>  ^                                   </u>			^		^				^	
Divortand Community College	Х				x			x			x		x				x			x		x					
Riverland Community College Rochester Community and	^				^			^			^		^				<u> ^</u>			^		^					
	v				x			x			,		\ <u>\</u>				ļ,			,		x				x	
Technical College	X				X			X			X		X				X			X		X				X	
,	Х				Α			X			ΙΧ		Α				ΙΧ			_		X				Χ	
St. Thomas University	X	\ <u>'</u>			×		\ <u>'</u>	X	\ <u>'</u>		X V		X		\ <u>'</u>		X			X				x		X	
St. Mary's University		Х					Х		Х		Х				Х		Х			Х				^		Х	
Go the and MAN State Hall to			,				,			,	,				,		,			,		,				,	
Southwest MN State University			Х				Х			Х	Х				Х		Х			Х		Х				Х	
MN State University -	.,				,			,			,		,				,			,		,				,	
Crookston	Х				Х			Х			Х		Х				Х			Х		Х				Х	
	.,				.,								.,							,				.		,	
	X				Х			X			X		Х				Х			X				X		X	
Winona State University	Χ					Х		Χ			Х				Х		Х			Х				Х		Х	

Alexandria Technical and Community College Bemidji State University X Central Lakes College X Century College X Concordia University X Fond Du Lac Tribal and Community College X Hamline University X Hennepin Technical College X Leech Lake Tribal College X Morthalad Community College X MN State University - Mankato MN State University - Morthacal College MN State Community and Technical College X Northland Community College X Northland Community College X X X X X X X X X X X X X X X X X X	X X	X X X X X X	x x	X X X X X X X X X X X X X X X X X X X	No	N/A	X X X X X	No	N/A	X X	PPOE	Both X		Yes X	No	N/A \		No X	School X	PPOE	Both	N/A	Yes	No
Alexandria Technical and Community College X Semidji State University X X X X X X X X X X X X X X X X X X X		X X X		X X X X			X X X							х										
Semidji State University X X X X Central Lakes College X X X X X X X X X X X X X X X X X X	X	X X X	X	X X X X		X	X X X			Х		Х	-	_			$\overline{}$	x	х			1 1		
Semidji State University X X X X Central Lakes College X X X X X X X X X X X X X X X X X X	X	X X X	X	X X X X		X	X X X					Х	-	_			$\overline{}$					1 /		
Central Lakes College X X X Century College X Concordia University X X Cond Du Lac Tribal and X Community College X Hamline University X Hennepin Technical College X Hibbing Community College X Leech Lake Tribal College X Leech Lake Tribal College X Metropolitan State University X MN State University - Mankato X MN State University - Morrhead X MN West Community and Fechnical College X MN State Community and Fechnical College X Morthland Community Coll	X	X	X	X X X		X	X					/ \		^		)			Х			$\blacksquare$	Х	
Century College X X X X X X X X X X X X X X X X X X	X	X	X	X X X		Х	Х			_		х	-	X		,	-		X			_	X	_
Concordia University X X X Fond Du Lac Tribal and Community College X Hamline University X X Hennepin Technical College X Hibbing Community College X Leech Lake Tribal College X Metropolitan State University X MN State University - Mankato X MN State University - Mankato X MN West Community and Technical College X MN West Community and Technical College X MN State University - Mankato X MN West Community and Technical College X MN State Community College X St. Paul X Rasmussen University X Ridgewater Community College X Ricchester Community College X St. Cloud State University X St. Thomas University X St. Thomas University X Southwest MN State University X	X	X	^	x x		^							х	^		x >	-		^			v	^	_
Fond Du Lac Tribal and Community College Hamline University Hennepin Technical College Hibbing Community College Keech Lake Tribal College Metropolitan State University  MN State University - Mankato MN State University - Mankato MN West Community and Technical College  MN State Community and Technical College  X Northland Community College X Northland Community College X Rasmussen University X Ridgewater Community College X Riverland Community College X X X Riverland Community College X X X X X X X X X X X X X X X X X X	X	X		x x			<del> </del> ^			Х			$\overline{}$	х		^ /					Х	<del>                                     </del>	Х	_
Community College X Hamline University X Hennepin Technical College X Hibbing Community College X Hibbing Community College X Hibbing Community College X Heech Lake Tribal College X Heech Lake Tribal College X Heech Lake Tribal College X Honorhead X Honorhea	X	X		Х						^				^							<u> </u>	$\vdash$	^	
Hamline University X Hennepin Technical College X Hibbing Community College X  Inver Hills Community College X Leech Lake Tribal College X  Metropolitan State University X  MN State University - Mankato X MN State University - Mankato X MN West Community and Technical College X  MN State Community and Technical College X  Northland Community College X University of Northwestern - St. Paul X Rasmussen University X  Ridgewater Community College X Riverland Community College X Riverland Community College X  Riverland Community College X  Riverland Community College X  Riverland Community College X  St. Cloud State University X  St. Thomas University X  St. Mary's University X	X	X		Х			x					x		x		)	.				V		х	
Hennepin Technical College X Hibbing Community College X	X	Х					x			X		^		X		)					^_	_	X	
Hibbing Community College X  Inver Hills Community College X  Leech Lake Tribal College X  Metropolitan State University X  MN State University - Mankato X  MN State University - Mankato X  MN West Community and Technical College X  MN State Community and Technical College X  Northland Community College X  University of Northwestern - St. Paul X  Rasmussen University X  Ridgewater Community College X  Riverland Community College X  Riverland Community College X  Riverland Community College X  X  St. Thomas University X  St. Thomas University X  Southwest MN State University X		Х		IX .						X		.,	-	_		-	$\overline{}$			-	X	_		_
Inver Hills Community College x Leech Lake Tribal College X  Metropolitan State University X  MN State University - Mankato X MN State University - Moorhead x MN West Community and Technical College X MN State Community and Technical College X  Northland Community College X University of Northwestern - St. Paul X Rasmussen University x x  Ridgewater Community College X Riverland Community College X  Riverland Community College X  Riverland Community College X  Riverland Community College X  Riverland Community College X  St. Cloud State University X  St. Thomas University X  St. Mary's University X				_			Х					X	$\overline{}$	Х		)				$\vdash$	X		X	
Metropolitan State University X  MN State University - Mankato X  MN State University - Moorhead X  MN West Community and Technical College X  MN State Community and Technical College X  Northland Community College X  University of Northwestern - St. Paul X  Rasmussen University X  Ridgewater Community College X  Riverland Community College X  Riverland Community College X  Richard College X  St. Cloud State University X  St. Thomas University X  St. Mary's University X		Х		Х			Х					Х		Х		>	_				Х	$\perp$	Х	
Metropolitan State University X  MN State University - Mankato X MN State University - Moorhead X MN West Community and Technical College X MN State Community and Technical College X MN State Community College X MN State Community College X MN State Community College X  Northland Community College X University of Northwestern - St. Paul X Rasmussen University X Ridgewater Community College X Riverland Community College X Riverland Community College X St. Cloud State University X St. Thomas University X St. Mary's University X Southwest MN State University X		Х																						
Metropolitan State University X  MN State University - Mankato X  MN State University - Moorhead x x x  MN West Community and Technical College X  MN State Community and Technical College X  Northland Community College X  University of Northwestern - St. Paul X  Rasmussen University x x x  Ridgewater Community College X  Riverland Community College X  St. Cloud State University X  St. Thomas University X  St. Mary's University X		Х		Х			х							х		>	-				Х		Х	
MN State University - Mankato X  MN State University - Moorhead				Х			Х					Х		Х		>					Х	$\sqcup$	Χ	
MN State University - Mankato X  MN State University - Moorhead x x  MN West Community and Technical College X  MN State Community and Technical College X  MN State Community and Technical College X  Northland Community College X  University of Northwestern - St. Paul X  Rasmussen University x x  Ridgewater Community College X  Riverland Community College X  X  X  X  Riverland Community College X  X  X  X  Riverland Community College X  X  X  X  X  X  X  X  X  X  X  X  X																								
MN State University -  Moorhead x x  MN West Community and Technical College X  MN State Community and Technical College X  Northland Community College X  University of Northwestern - St. Paul X  Rasmussen University x x  Ridgewater Community College X  Riverland Community College X  St. Cloud State University X  St. Cloud State University X  St. Mary's University X		Х		Х			Х			Х				Х		>			Χ				Χ	
MN State University -  Moorhead x x  MN West Community and Technical College X  MN State Community and Technical College X  Northland Community College X  University of Northwestern - St. Paul X  Rasmussen University x x  Ridgewater Community College X  Riverland Community College X  St. Cloud State University X  St. Cloud State University X  St. Mary's University X																								
Moorhead x x x  MN West Community and Technical College X  MN State Community and Technical College X  Northland Community College X  University of Northwestern - St. Paul X  Rasmussen University x x X  Ridgewater Community College X  Riverland Community College X  St. Cloud State University X  St. Cloud State University X  St. Mary's University X		Х		Х			Х					Х		Х		)					Х		Χ	
MN West Community and Technical College  MN State Community and Technical College  X  Northland Community College  University of Northwestern - St. Paul  Rasmussen University  X  Ridgewater Community College  X  X  X  Riverland Community College  X  X  Riverland Community College  X  X  X  Riverland Community College  X  X  X  St. Cloud State University  X  St. Thomas University  X  Southwest MN State University  X  X																								
Technical College X  MN State Community and Technical College X  Northland Community College X  University of Northwestern - St. Paul X  Rasmussen University X  Ridgewater Community College X  Riverland Community College X  Ricchester Community and Technical College X  St. Cloud State University X  St. Thomas University X  Southwest MN State University X  Southwest MN State University X				х			x			x				x		,					х		х	
MN State Community and Fechnical College X X X  Northland Community College X  University of Northwestern - St. Paul X  Rasmussen University X X  Ridgewater Community College X X  Riverland Community College X X  Rochester Community and Fechnical College X  St. Cloud State University X X  St. Thomas University X X  Southwest MN State University X X  Southwest MN State University X X																								
MN State Community and Technical College X X X  Northland Community College X  University of Northwestern - St. Paul X  Rasmussen University X X  Ridgewater Community College X X  Riverland Community College X X  Riverland Community College X X  Rochester Community College X X  St. Cloud State University X X  St. Thomas University X X  Southwest MN State University X X		Х		X			x					x		x		)			Х				х	
Northland Community College X University of Northwestern - St. Paul X Rasmussen University x x Ridgewater Community College X Riverland Community College X X Riverland Community College X X Riverland Community and Technical College X St. Cloud State University X X St. Thomas University X St. Mary's University X Southwest MN State University X																								
Northland Community College X University of Northwestern - St. Paul X Rasmussen University X X Ridgewater Community College X X Riverland Community College X X Rochester Community and Technical College X St. Cloud State University X X St. Thomas University X St. Mary's University X Southwest MN State University X				x			x			x				x		)					x		х	
University of Northwestern - St. Paul X  Rasmussen University x x x  Ridgewater Community College X X  Riverland Community College X X  Rochester Community and Technical College X  St. Cloud State University X X  St. Thomas University X X  St. Mary's University X X  Southwest MN State University X X																								
University of Northwestern - St. Paul X  Rasmussen University x x x  Ridgewater Community College X X  Riverland Community College X X  Rochester Community and Technical College X  St. Cloud State University X X  St. Thomas University X X  St. Mary's University X X  Southwest MN State University X X		x		x			x			x				x				x	х					
St. Paul X X X X X X X X X X X X X X X X X X X				-			-																	
Rasmussen University x x x  Ridgewater Community College X X  Riverland Community College X X  Rochester Community and Technical College X  St. Cloud State University X X  St. Thomas University X X  St. Mary's University X X  Southwest MN State University X X		x		x			l <sub>x</sub>					x		x		)	.				x		х	
Ridgewater Community College X X  Riverland Community College X X  Rochester Community and Technical College X  St. Cloud State University X X  St. Thomas University X  St. Mary's University X  Southwest MN State University X				v			V					v	-	x		,	-		v			$\vdash$	v	
Riverland Community College X X  Rochester Community and Technical College X St. Cloud State University X X St. Thomas University X St. Mary's University X  Southwest MN State University X				^		+	^					^		^			-		^				^	_
Riverland Community College X X  Rochester Community and Technical College X St. Cloud State University X X St. Thomas University X St. Mary's University X  Southwest MN State University X				x			x			x				x		)			x				x	
Rochester Community and Technical College X St. Cloud State University X X St. Thomas University X St. Mary's University X Southwest MN State University X							<del> </del> ^			^				<del>^  </del>					^			$\vdash$	^	_
Rochester Community and Technical College X St. Cloud State University X X St. Thomas University x St. Mary's University X Southwest MN State University X						V	x					x		,					V				х	
Technical College						Х	Λ					^		Х		>			Х				٨	
St. Cloud State University         X         X           St. Thomas University         x         X           St. Mary's University         X         X           Southwest MN State University         X         X		,,										,		,					\ <u>'</u>				v	
St. Thomas University x St. Mary's University X Southwest MN State University X X		Х		X			X			V		Х	-	X		>	_		X			-	X	
St. Mary's University X  Southwest MN State University X X				Х			Х			Х				Х		)	-		Χ				Х	
Southwest MN State University X X		Х		х			Х						Х	х		<u> </u>	$\overline{}$		Х				Х	
		Х		Х			Х					Х		Х		>					Х		Χ	
MN State University -				Х			Х			Х				Х		<u> </u>					Х	$\sqcup$	Χ	
Will State Office Sity																								
Crookston X X				Х			Х			Х				Х		)			Х				Χ	
Vermillion Community College X		Х		Х			Х			х				х		>			Х				Χ	
Ninona State University X X				Х			Х					Х		Х		)					Х		Χ	

	Ques	tion 9	Α									stion 9										tion 9	С						
	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No	N/A	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No	N/A	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No
Alexandria Technical and																													
Community College		Х		x						x		x					x			x			x				X		
	Х				х					х	x					х		Х			Х					х		х	
	Х				х			х			x					х		х			х			х				х	
	X						Х			Х	Х						Х			Х	Х						x		
, 0	X				Х			х			X				Х			х			X				Х		<u> </u>	х	
ond Du Lac Tribal and																		^											
	Х					x		x			x					x		x			x			x				x	
	X				x	^		X			X				Х			X			X			x				X	
Hennepin Technical College	v v				X			x			X				X			X			_	х		^			v	<del> ^</del>	Х
Hibbing Community College	X				^	х		x			x				X			X			х	^			х			x	^
libbing community conege	^					^		^			^				^			^			^				^			^	
nuar Hills Community Collage	.,				,			,			ļ.,				ļ.,			,			ļ.,					,		,	
nver Hills Community College	×				Α	Х		X			X				х	v		X			X					X		X	
eech Lake Tribal College	Х					^		^			^					^		^			^					^		^	
Antropolitan State University	v					Х		x			x				x			x			x				V			x	
Metropolitan State University	^					٨		^			^				^			^			^				Х			^	
ANI State University Manista	v					x		x			x				x			$ _{x}$			x				x			×	
MN State University - Mankato	X					^		^			^				^			^			^				^			^_	
MN State University -																													
Moorhead	Х				Х			Х			Х				Х			Х			х			Х				X	
MN West Community and											l							l			l					l		l	
	Х					Х		Х			Х				Х			Х			Х					Х		Х	
MN State Community and											l							l											
echnical College	Х					Х		Х			Х					X		Х			Х			Х		-	+	X	-
												l															l		
Northland Community College		Х			Х			Х				Х					Х			Х			Х				X		
Jniversity of Northwestern -																													
it. Paul	Х					Х		Х			Х					X		Х			Х					Х		X	
Rasmussen University	Х					х		Х			х				х			х			х			Х				х	
Ridgewater Community College	Х					Х		Х			Х					Х		Х			Х			Х				Х	
, 0	Х				Х			Х			Х				Х			Х			Х				Х			Х	
Rochester Community and																													
echnical College	Х					Х		Х			Х				Х			Х			Х				Х			Х	
-	Χ					Х		Х			Х					Х		Х			Х			Х				Х	
t. Thomas University	х					х		х			х				х			х			х				х			х	
it. Mary's University	Х					Х		Х			Х				Х			Х			Х					Х		Х	
Southwest MN State University	Χ				Х			Х			Х				Х			Х			Х					Х		Х	
MN State University -																													
Crookston	Χ				Х			х			Х				Х			Х				х					Х		Х
	X					х		Х			Х				x			x			х				X			Х	
Permillion Community College		_	_			_																							
	Χ					Х		Х			Х					Х		Х			Х			Х				Х	

	Ques	stion 9										tion 9										tion 9								
	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No	N/A	Yes	No	N/A	School	PPOE	Both	N/A	Yes	No	N/A	Yes	No	N/A	Schoo	PPOE	Both	N/A	Yes	No	N/A
Alexandria Technical and																														
Community College	Χ					Х		х			х					Х		Х			Х					Х		Х		
Bemidji State University	Х			Х				Х			Х			Х				Х				Х					Х			Х
Central Lakes College	Х			х				х			х					х		Х			Х						х	Х		
	Х						х			х	х						Х			x	Х						х			х
Concordia University	X					x		Х				x					Х		x	1		x					Х		х	1
ond Du Lac Tribal and																														
	Х					x		x			x			x				x			x					х		x		
	X			x				X				x					х	<del> </del>	x	1		х					x		x	
Hennepin Technical College	Y			<u> </u>		х		X			х	<u> </u>				х		Х	<u> </u>		х	<u> </u>				Х		x		
Hibbing Community College	v v					X		X				x				X		<del> </del> ^	x		x						v		v	
libbilig Colliniumty College	^					^		^				<u> </u>				^			<del> </del> ^		^						^		^	
nver Hills Community College	.,							ļ.,			ļ.,					,,					,					x		ļ.,		
	X V			X				× ×			x			Х		х		X		+	X					X		X V		1
eech Lake Tribal College	Х			<u>  ^                                   </u>				^			^			X				<u>  ^ </u>			^					_		Α		-
	.,							l,,			l.,			,,				ļ,,				ļ.,					,			
Metropolitan State University	Х			Х				X			Х			Х				Х		1		Х					Х	Х		
	.,			l.,				ļ.,			ļ.,				.,			,			ļ.,				.,			.,		
MN State University - Mankato	Х			Х				Х			Х				Х			Х			Х				Х			Х		
MN State University -																														
Moorhead	Х			х				х			х					Х		х				Х				<u> </u>	Х		Х	
MN West Community and																														
	Х					Х		Х			Х					Х		Х			Х				Х	<u> </u>		Х		
MN State Community and																														
Technical College	Χ					Х		Х				Х					Х			Х		Х					Х			Х
Northland Community College	Χ					Х		Х			Х					Х		Х			Х					Х		Х		
Jniversity of Northwestern -																														
St. Paul	Χ					Х		Х			Х					Х		Х			Х					Х		Х		
Rasmussen University	х			х				х				х					х		х			х					х		х	
Ridgewater Community College	Χ			Х				Х			Х			x						Х	Х						Х			Х
Riverland Community College	Χ			Х				Х			Х					Х		X			Х					Х		Х		
Rochester Community and																														
Technical College	Х			x				х				x					x			x		x					Х			х
	Х			х				х			Х			х				х			Х			Х				Х		
St. Thomas University	х			x				х				х					х			x		х					х			х
	Х			Х				Х			x			х				x			Х			х				х		
,																														
Southwest MN State University	x			x				x			x			X				x					x				x			x
MN State University -	^			1				1			<u> </u>			^				<u> </u>					^				^			<u> </u>
Crookston	v			x				v				x					x		x			v					x		v	
LIOUNSCOII	٨			^				^				^					^		^			^					^		^	
Jarmillian Community Callage	v			x				V				x				x		V				x				v		V		
Vermillion Community College Winona State University	۸ ٧			X				\ V			V	^		X		^		X				\ V				Х	v	^		V
		1		I X				1 X			IX			1.6				1 X				1 X					1 X			IX

EFFORTS REPORTED	ion 1	ΠΔ								Oues	tion 10	nr.								Ques	tio
	No		Schoo	PPOF	Both	N/A	Yes	No	N/A		No	N/A	Schoo	PPOF	Both	N/A	Yes	No	N/A		T <sub>r</sub>
Alexandria Technical and		,,,	000		200	,			,			,			200	,			,		Ť
Community College		x				x			x		x				х		х				
Bemidji State University					Х		Х			Х			х				X				
Central Lakes College			x				X			X			X				Х			х	Ť
Century College	Х					х			х	Х						х			х		
Concordia University	,,		x				х				х					X		х		х	Ť
Fond Du Lac Tribal and																					t
Community College			x				x			x			x				Х			x	4
Hamline University			X				Х			Х					Х		Х			Х	t
Hennepin Technical College	Х				Х		Х				х					Х	Х				
Hibbing Community College			х				Х				Х			х			Х				
																					t
Inver Hills Community College			x				x			x					x		x				
Leech Lake Tribal College					Х		х			х					Х		х				
<del>-</del>																					1
Metropolitan State University			x				x			x					Х		х				
· · · · · · · · · · · · · · · · · · ·																					1
MN State University - Mankato					Х		x			x			х				х				
MN State University -																					1
Moorhead		x				x			x			x				x			x		4
MN West Community and																					T
Technical College			x				x				x					х			х		
MN State Community and																					Ť
Technical College					Х		x			x					х		Х				
<u> </u>																					T
Northland Community College		х				х			Х		х				Х		Х				4
University of Northwestern -																					1
St. Paul					Х		х			х					х		Х			х	
Rasmussen University			х				х					х				х			х		1
																					1
Ridgewater Community College			Х						Х	х			х						х		
																					I
Riverland Community College					Χ		Х			х				Х			Х				
Rochester Community and																					
Technical College			Х						Х		Х					Х			Х		
St. Cloud State University			Х				Х			Х			Х				Х				
St. Thomas University			х						х		х					х			х		
St. Mary's University			Х				Х			Х				Х			Х				
Southwest MN State University			х				х					Х				х			Х		
MN State University -																					
Crookston			Х				Х				Х					Х		Х			_
Vermillion Community College			Х				Х				х				Х		Х				
Winona State University			х				х			х			х				х			lx	4

		Re	eport	Plan
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes X No No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
2 5 4	A. Recruit diverse faculty	Yes         X           No            No Response	The School           PPOE Program           Both         X           No Response	Yes         X           No            No Response
2. Faculty	B. Provide diversity training for faculty	Yes         X           No            No Response	$ \begin{array}{ccc} \text{The School} & \underline{X} \\ \text{PPOE Program} & \underline{X} \\ \text{Both} & \underline{X} \\ \text{No Response} & \underline{\hspace{1cm}} \end{array} $	Yes         X           No            No Response
2 0 0 0 0 1	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
3. Outreach	B. Recruit at high schools in Minnesota	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u> 	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program		Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both         X           No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes No No Response <u>X</u>
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         X           No            No Response	The School PPOE Program X Both No Response	Yes         X           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         X           No            No Response	The School            PPOE Program         X           Both            No Response	Yes         X           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes X No No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes No No Response X	The School            PPOE Program            Both            No Response         X	Yes No No Response <u>X</u>

<sup>\*</sup>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."

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School            PPOE Program         X           Both            No Response	Yes         X           No            No Response
11. Other Efforts	Was additional information attached? Yes1 was just statement that due to COVID No $\underline{X}$	some events could not be	held. That applies to all school	ols.

<sup>\*</sup>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 Worksheet - Data Summary 2023 Bemidji State University**

Coordinator: Robert Fraik, J.D.

		Re	eport	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
2 5 4	A. Recruit diverse faculty	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
	B. Recruit at high schools in Minnesota	Yes <u>X</u> No	The School PPOE Program	Yes <u>X</u> No	

<sup>\*</sup>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."

		No Response		Both No Response	<u>X</u>	No Response _	
	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes X No _ No Response _	<u> </u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes X No _ No Response _	<u>Σ</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes X No _ No Response _	<u>(</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes X No _ No Response _	<u>(</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes X No _ No Response _	<u>(</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u> 	The School PPOE Program Both No Response	<u>X</u>	Yes X No _ No Response _	<u> </u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u> 	The School PPOE Program Both No Response	<u>X</u>	Yes X No _ No Response _	<u>ζ</u>

<sup>\*</sup>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."

	B. Use recruitment ads and publications that show a diverse student population	Yes X_NoNo Response	The School  PPOE Program  Both X  No Response	Yes         X           No            No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         X           No            No Response	The School <u>X</u> PPOE Program  Both  No Response	Yes         X           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes No No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes         X           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes         X           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         X           No            No Response	The School <u>X</u> PPOE Program  Both  No Response	Yes         X           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         X           No            No Response	The School <u>X</u> PPOE Program  Both  No Response	Yes         X           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high	Yes	The School PPOE Program	Yes No

<sup>\*</sup>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."

	schools with high enrollments of minority students and/or women	No Response	Both No Response	No Response	
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	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No X				

<sup>\*</sup>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."

		R	eport	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
2. Faculty	A. Recruit diverse faculty	Yes         X           No            No Response	$ \begin{array}{ccc} \text{The School} & \underline{X} \\ \text{PPOE Program} & \underline{X} \\ \text{Both} & \underline{\hspace{1cm}} \\ \text{No Response} & \underline{\hspace{1cm}} \end{array} $	Yes         X           No            No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
2 Outrock	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         X           No            No Response	The School         X           PPOE Program         X           Both            No Response	Yes         X           No            No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes         X           No            No Response	The School         X           PPOE Program         X           Both            No Response	Yes         X           No            No Response	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u> <u>X</u> 	Yes No No Response	<u>X</u> 
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u> X	Yes No No Response	<u>X</u> —
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> 
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u> <u>X</u>	Yes No No Response	<u>X</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program	<u>X</u> X	Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         X           No            No Response	The School X	Yes <u>X</u> No  No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         X           No            No Response	The School  PPOE Program X Both  No Response	Yes X No No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         X           No            No Response	The School         X           PPOE Program         X           Both            No Response	Yes         X           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         X           No            No Response	The School <u>X</u> PPOE Program <u>X</u> Both  No Response	Yes         X           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes X No No Response	The School PPOE Program Both No Response X	Yes X No No Response

<sup>\*</sup>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."

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	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response		
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response		
11. Other Efforts	Was additional information attached?  Yes X - 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No					

<sup>\*</sup>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 Worksheet - Data Summary 2023 Century College Sara Edel 10/2/2023

		Re	eport	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes X No No Response	The School PPOE Program Both No Response	Yes No No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community No	_	The School PPOE Program Both No Response	Yes No No Response	
	A. Recruit diverse faculty	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes No No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes No No Response	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes No No Response	
	B. Recruit at high schools in Minnesota	Yes         X           No            No Response	The School PPOE Program Both	Yes No No Response	

<sup>\*</sup>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."

				No Response	
	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response

<sup>\*</sup>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."

	B. Use recruitment ads and publications that show a diverse student population	Yes ½ No _ No Response _	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes \(\frac{\frac}}}}}}{\frac{\frac{\frac{\frac{\frac{\fir}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\fir}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\fir}}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\fir}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac}\frac{\frac{\frac{\frac{\fin}}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes \( \frac{\fin}}{\fint}}}}}}}}}{\frac}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes \( \frac{\fin}}{\fint}}}}}}}}}{\frac}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
9. Courses, Curriculum and Resources	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes \(\frac{\frac}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\fir}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\fir}}}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\fir}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac}}}}}}{\frac{\frac{\frac{\fir}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes \( \frac{\fin}}{\fint}}}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac}}}}}}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac}}}}}}}}}{\frac}\frac{\frac{\frac{\frac{\frac}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}}	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes \(\frac{\frac}}}}}}{\frac{\frac{\frac{\frac{\frac{\fir}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\fir}}}}}}}{\frac{\fir}}}}}}{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\fir}}}}{\firac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\fir}}}}	<u>X</u>	The School PPOE Program Both No Response	Yes No No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high	Yes <u>X</u> No		The School PPOE Program	Yes No

<sup>\*</sup>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."

	schools with high enrollments of minority students and/or women	No Response	Both No Response	No Response
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	Yes No X No Response	The School PPOE Program Both No Response	Yes No No Response
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes No No Response
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVII  No X	O some events could not be	held. That applies to all school	ols.

<sup>\*</sup>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 Worksheet - Data Summary 2023 Concordia University, Saint Paul

		Re	Plan		
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes X No No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
2 5 1	A. Recruit diverse faculty	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
	B. Recruit at high schools in Minnesota	Yes         X           No            No Response	The School         X           PPOE Program            Both	Yes         X           No            No Response	

<sup>\*</sup>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."

				No Response			
	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u>	The School X PPOE Program Both No Response	— Yes	esponse	<u>X</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both X No Response	Yes No No Re	esponse	<u>X</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u> 	The School X PPOE Program Both No Response	— Yes	esponse	<u>X</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u> 	The School PPOE Program X Both No Response	No	esponse	<u>X</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both X No Response	Yes No No Re	esponse	<u>X</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School X PPOE Program Both No Response	Yes No	esponse	<u>X</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u> —	The School X PPOE Program Both No Response	— Yes No	esponse	<u>X</u> 

<sup>\*</sup>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."

	B. Use recruitment ads and publications that show a diverse student population	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         X           No            No Response	The School            PPOE Program         X           Both            No Response	Yes         X           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         X           No            No Response	The School            PPOE Program         X           Both            No Response	Yes         X           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         X           No            No Response	The School            PPOE Program         X           Both            No Response	Yes         X           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes            No         X           No Response	The School PPOE Program Both No Response	Yes            No         X           No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high	Yes No <u>X</u>	The School PPOE Program	Yes No <u>X</u>

<sup>\*</sup>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."

	schools with high enrollments of minority students and/or women	No Response	Both No Response	No Response
10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes            No         X           No Response	The School PPOE Program Both No Response	Yes            No         X           No Response
11. Other Efforts	Was additional information attached?  Yes X - 1 was just statement that due to COVID so No	ome events could not be held	d. That applies to all schools.	

<sup>\*</sup>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."

		R	eport	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes <u>x</u> No  No Response	The School         x           PPOE Program            Both            No Response	Yes <u>x</u> No  No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
	A. Recruit diverse faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
2 0	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School           PPOE Program           Both         x           No Response	Yes         x           No            No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response		Yes No No Response	<u>x</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program	<u>X</u>	Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes <u>x</u> No  No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes <u>x</u> No  No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes            No <u>x</u> No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes <u>x</u> No  No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes            No         x           No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes            No         x           No Response

<sup>\*</sup>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."

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	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response		
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes            No         x           No Response		
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No x					

<sup>\*</sup>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 Program: Fond du Lac Tribal and Community College Coordinator Name: Michael Tusken

		Re	eport	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes         X           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response	
	A. Recruit diverse faculty	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response	
J. Garenen	B. Recruit at high schools in Minnesota	Yes         X           No            No Response	The School X PPOE Program Both	Yes         X           No            No Response	

<sup>\*</sup>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."

			No Response	
	C. Recruit students at high schools and fairs outside of Minnesota	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response
	A. Form a partnership with one or more MN law enforcement agencies	Yes         X           No            No Response	The School  PPOE Program X Both  No Response	Yes         X           No            No Response
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes         X           No            No Response
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes         X           No            No Response	The School  PPOE Program X  Both  No Response	Yes         X           No            No Response
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes         X           No            No Response
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes         X           No            No Response

<sup>\*</sup>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."

	B. Use recruitment ads and publications that show a diverse student population	Yes No No Response	<u>X</u>	The School	Yes <u>X</u> No  No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes No No Response	<u>X</u>	The School PPOE Program Both X No Response	Yes         X           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes No No Response	<u>X</u>	The School PPOE Program Both X No Response	Yes         X           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes No No Response	<u>X</u>	The School	Yes <u>X</u> No  No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No No Response	<u>X</u>	The School X PPOE Program Both No Response	Yes <u>X</u> No  No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes No No Response	<u>X</u>	The School           PPOE Program           Both         X           No Response	Yes <u>X</u> No  No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes No No Response	<u>X</u>	The School X PPOE Program Both No Response	Yes <u>X</u> No  No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high	Yes No	<u>X</u>	The School PPOE Program	Yes <u>X</u> No

<sup>\*</sup>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."

	schools with high enrollments of minority students and/or women	No Response	Both 2 No Response	<u>X</u>	No Response	
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	Yes         X           No            No Response	The School PPOE Program Both No Response	X	Yes No No Response	<u>X</u> —
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
11. Other Efforts	Was additional information attached?  Yes X - Clery Report  No					

<sup>\*</sup>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."

		Re	eport	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
2. Familia	A. Recruit diverse faculty	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes <u>x</u> No  No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
2.0.4.1	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes            No         x           No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>x</u>	The School         x           PPOE Program            Both            No Response	Yes <u>x</u> No  No Response
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School           PPOE Program         x           Both            No Response	Yes <u>x</u> No  No Response
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School         x           PPOE Program            Both            No Response	Yes x No No Response
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	x	The School            PPOE Program         x           Both            No Response	Yes <u>x</u> No  No Response
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School	Yes <u>x</u> No  No Response
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School           PPOE Program         x           Both            No Response	Yes <u>x</u> No  No Response
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School           PPOE Program         x           Both            No Response	Yes <u>x</u> No  No Response
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School         x           PPOE Program	Yes <u>x</u> No

<sup>\*</sup>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."

		No Response	Both No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes <u>x</u> No  No Response
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         x           No            No Response	The School x PPOE Program Both No Response	Yes         x           No            No Response
Curriculum and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes            No         x           No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes            No         x           No Response

<sup>\*</sup>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."

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	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
11. Other Efforts	Was additional information attached?  Yes x - 1 Hamline runs a 30 x 30 mentorship program with SPPD for young women interested in law enforcement during their 4 years of education at Hamline. The program includes a mentor (meeting 2x a month, training in law enforcement, volunteer opportunities, internships). Hamline also has a student organization for 30 x 30 to support young women in law enforcement.  No						

<sup>\*</sup>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."

		Re	Plan		
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         x           No            No Response	The School            PPOE Program            Both            No Response	Yes         x           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School            PPOE Program            Both            No Response	Yes         x           No            No Response	
2. Faculty	A. Recruit diverse faculty	Yes         x           No            No Response	The School            PPOE Program            Both            No Response	Yes         x           No            No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         x           No            No Response	The School            PPOE Program            Both            No Response	Yes         x           No            No Response	
2. Outrooch	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School            PPOE Program            Both            No Response	Yes         x           No            No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	  <u>x</u>	Yes No No Response	<u>x</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	 X	Yes No No Response	<u>x</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program		Yes No	<u>x</u>

<sup>\*</sup>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."

		No Response	Both         x           No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes            No         x           No Response	The School            PPOE Program            Both            No Response         x	Yes            No         x           No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School            PPOE Program            Both            No Response	Yes <u>x</u> No  No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes <u>x</u> No  No Response

<sup>\*</sup>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."

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes            No         x           No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response		
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes            No         x           No Response	The School            PPOE Program            Both            No Response         x	Yes         x           No            No Response		
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No <u>x</u>					

<sup>\*</sup>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 Program: Minnesota North College -Hibbing Coordinator Name: Steve Kovacic Date: 10-4-2023

		Re	eport	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
2. Families	A. Recruit diverse faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both         x           No Response	Yes <u>x</u> No  No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes <u>x</u> No  No Response	
2. Outsout	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes <u>x</u> No  No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School           PPOE Program           Both         x           No Response	Yes <u>x</u> No  No Response	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>x</u>	The School PPOE Program		Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both         x           No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School           PPOE Program           Both         x           No Response	Yes         x           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School           PPOE Program           Both         x           No Response	Yes         x           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes            No         x           No Response	The School            PPOE Program            Both         x           No Response	Yes           No         x           No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes            No         x           No Response

<sup>\*</sup>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."

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes            No         x           No Response	The School            PPOE Program         x           Both            No Response	Yes <u>x</u> No  No Response
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVII  No <u>x</u>	) some events could not be	held. That applies to all school	ols.

<sup>\*</sup>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."

	Strategy	Re	eport	Plan
Affirmative Action Area		Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
2. Faculty	A. Recruit diverse faculty	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	B. Provide diversity training for faculty	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
2 0 0 0 0 1	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
3. Outreach	B. Recruit at high schools in Minnesota	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u> 	Yes No No Response	<u>X</u> 
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u> 	Yes No No Response	<u>X</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program		Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both         X           No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         X           No            No Response	The School PPOE Program X Both No Response	Yes         X           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         X           No            No Response	The School            PPOE Program         X           Both            No Response	Yes         X           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response

<sup>\*</sup>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."

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	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response		
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response		
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No X					

<sup>\*</sup>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 Program: Leech Lake Tribal College Name: Frank Homer Date: 10/27/2023

	Strategy	Re	eport	Plan
Affirmative Action Area		Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
1. Affirmative Action Designated Staff	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes No X No Response	The School PPOE Program Both No Response	Yes No X No Response
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes No X No Response	The School PPOE Program Both No Response	Yes No X No Response
2. Faculty	A. Recruit diverse faculty	Yes X No No Response	The School PPOE Program Both No Response	Yes X No No Response
	B. Provide diversity training for faculty	Yes X No No Response	The School PPOE Program Both No Response	Yes X No No Response
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes X No No Response	The School PPOE Program X Both No Response	Yes <u>X</u> No No Response
	B. Recruit at high schools in Minnesota	Yes X No No Response	The School PPOE Program Both X No Response	Yes <u>X</u> No No Response

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No X No Response	The School PPOE Program Both No Response	Yes No X No Response
	A. Form a partnership with one or more MN law enforcement agencies	Yes X No No Response	The School PPOE Program X Both No Response	Yes X No No Response
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes X No No Response	The School PPOE Program Both No Response	Yes X No No Response
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes X No No Response	The School PPOE Program Both No Response	Yes X No No Response
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes <u>X</u> No No Response	The School PPOE Program Both No Response	Yes X No No Response
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes X No No Response	The School PPOE Program Both No Response	Yes X No No Response
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes <u>X</u> No No Response	The School PPOE Program Both No Response	Yes X No No Response
	B. Use recruitment ads and publications that show a diverse student population	Yes X No	The School PPOE Program	Yes X No

<sup>\*</sup>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."

		No Response	Both X No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes <u>X</u> No No Response	The School PPOE Program Both No Response	Yes <u>X</u> No No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes X No No Response	The School PPOE Program Both No Response	Yes X No No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes X No No Response	The School PPOE Program Both No Response	Yes X No No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes X No No Response	The School PPOE Program Both No Response	Yes <u>X</u> No No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes X No No Response	The School X  PPOE Program  Both  No Response	Yes <u>X</u> No No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes X No —— No Response	The School X PPOE Program Both No Response	Yes <u>X</u> No No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes X No No Response	The School PPOE Program Both X No Response	Yes <u>X</u> No No Response

<sup>\*</sup>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."

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	Yes X No No Response	The School PPOE Program Both No Response	Yes X No No Response	
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes X No No Response	The School PPOE Program Both No Response	Yes X No No Response	
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No _X				

<sup>\*</sup>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 Program: Minnesota State University Mankato Coordinator Name: Pat Nelson Date: 10/04/2023

Affirmative Action Area	Strategy	Re	Plan	
		Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
1. Affirmative Action Designated Staff	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
2. Faculty	A. Recruit diverse faculty	Yes         x           No            No Response	The School           PPOE Program           Both         X           No Response	Yes         x           No            No Response
	B. Provide diversity training for faculty	Yes         x           No            No Response	The School           PPOE Program           Both         X           No Response	Yes         x           No            No Response
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School PPOE Program Both No Response	Yes         x           No            No Response
	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School           PPOE Program           Both <u>x</u> No Response	Yes         x           No            No Response

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	X	Yes No No Response	<u>x</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program		Yes No	<u>x</u>

<sup>\*</sup>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."

		No Response	Both         x           No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School           PPOE Program           Both         X           No Response	Yes         x           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes X No No Response	The School            PPOE Program         X           Both            No Response	Yes         X           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes         X           No         No Response	The School            PPOE Program         X           Both            No Response	Yes <u>X</u> No  No Response

<sup>\*</sup>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."

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	Yes         x           No            No Response	The School           PPOE Program           Both         X           No Response	Yes         X           No            No Response		
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No           No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response		
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No x_					

<sup>\*</sup>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 Program: Metro State University Coordinator Name: Chuck MacLean (James Densley, interim) Date: 10/2/2023

		Re	eport	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
2 5 4	A. Recruit diverse faculty	Yes         x           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         x           No            No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         x           No            No Response	
5. Ouncacii	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School           PPOE Program           Both <u>x</u> No Response	Yes         x           No            No Response	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u> —	Yes No No Response	<u>x</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>x</u>	The School PPOE Program	<u>X</u>	Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes <u>x</u> No  No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School            PPOE Program            Both            No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes <u>x</u> No  No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes <u>x</u> No  No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes         X           No            No Response

<sup>\*</sup>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."

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         X           No            No Response
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
11. Other Efforts	Was additional information attached?  Yes No <u>x</u>			

<sup>\*</sup>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."

		R	Plan		
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes X No No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
	A. Recruit diverse faculty	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
2 0	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> 
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program	<u>X</u>	Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes            No         X           No Response	The School            PPOE Program            Both            No Response         X	Yes No No Response <u>X</u>
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes            No         X           No Response	The School PPOE Program Both No Response	Yes No No Response

<sup>\*</sup>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."

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
11. Other Efforts	Was additional information attached? Yes 1 was just statement that due to COVID No $\underline{X}$	some events could not be	held. That applies to all school	ols.

<sup>\*</sup>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 Program: Minnesota West CTC Coordinator Name: Ronald Schwint Date: 10/02/23

		Re	eport	Plan
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes <u>x</u> No  No Response
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
2. F	A. Recruit diverse faculty	Yes         x           No            No Response	The School           PPOE Program           Both         X           No Response	Yes <u>x</u> No  No Response
2. Faculty	B. Provide diversity training for faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
5. Outreach	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School           PPOE Program           Both <u>x</u> No Response	Yes <u>x</u> No  No Response

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u> 
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>x</u>	The School PPOE Program		Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both         x           No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         x           No            No Response	The School            PPOE Program            Both            No Response	Yes         x           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School           PPOE Program           Both         X           No Response	Yes         x           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         X           No         No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes         X           No         No Response	The School            PPOE Program         X           Both            No Response	Yes         X           No            No Response

<sup>\*</sup>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."

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         X           No            No Response
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes No No Response
11. Other Efforts	Was additional information attached?  Yes No <u>x</u>			

<sup>\*</sup>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."

		R	eport	Plan  Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:		
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         X           No            No Response	The School           PPOE Program           Both         X           No Response	Yes         X           No            No Response	
	A. Recruit diverse faculty	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
2. Faculty	B. Provide diversity training for faculty  Yes  No  No Response	No	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
2 Outros de	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes            No         X           No Response	The School PPOE Program Both No Response	Yes            No         X           No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> 
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response		Yes No No Response	<u>X</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> 
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response		Yes No No Response	<u>X</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	X	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program	<u>X</u>	Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         X           No            No Response	The School            PPOE Program         X           Both            No Response	Yes         X           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         X           No            No Response	The School            PPOE Program         X           Both            No Response	Yes         X           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes            No         X           No Response	The School PPOE Program Both No Response	Yes            No         X           No Response

<sup>\*</sup>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."

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response		
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response		
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No					

<sup>\*</sup>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."

		R	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes            No         x           No Response	The School            PPOE Program            Both            No Response         x	Yes No No Response <u>x</u>
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes         x           No            No Response
2 5 4	A. Recruit diverse faculty	Yes         x           No            No Response	The School            PPOE Program            Both            No Response         x	Yes         x           No            No Response
2. Faculty	B. Provide diversity training for faculty	Yes            No         x           No Response	The School            PPOE Program            Both            No Response         x	Yes No No Response
2 0	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
3. Outreach	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School         x           PPOE Program         x           Both            No Response	Yes         x           No            No Response

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	 X	Yes No No Response	<u>x</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	X	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u> </u>	Yes No No Response	<u>x</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	  <u>x</u>	Yes No No Response	<u>x</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program	<u>X</u>	Yes No	<u>x</u>

<sup>\*</sup>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."

		No Response	Both No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes            No         x           No Response	The School         x           PPOE Program            Both            No Response	Yes No No Response <u>x</u>
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes            No         x           No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes            No         x           No Response	The School            PPOE Program            Both            No Response         x	Yes No No Response <u>x</u>
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No No Response <u>x</u>	The School            PPOE Program            Both            No Response         x	Yes No No Response x
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         x           No         No Response	The School            PPOE Program            Both            No Response	Yes         x           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes         x           No            No Response	The School            PPOE Program            Both            No Response	Yes         x           No            No Response

<sup>\*</sup>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."

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	Yes No No Response <u>x</u>	The School            PPOE Program            Both            No Response         x	Yes No No Response <u>x</u>		
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes            No         x           No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response		
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No					

<sup>\*</sup>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 Worksheet - Data Summary 2023 Rasmussen University

	Strategy	F	Report	Plan	
Affirmative Action Area		Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes X No No Response	The School X PPOE Program Both No Response	Yes <u>X</u> No No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <u>X</u> No No Response	The School X  PPOE Program  Both  No Response	Yes <u>X</u> No No Response	
2. Franks	A. Recruit diverse faculty	Yes <u>X</u> No No Response	The School PPOE Program Both X No Response	Yes <u>X</u> No No Response	
2. Faculty	B. Provide diversity training for faculty	Yes <u>X</u> No No Response	The School X  PPOE Program  Both  No Response	Yes <u>X</u> No No Response	
2 Outrock	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <u>X</u> No No Response	The School X PPOE Program Both No Response	Yes <u>X</u> No No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes <u>X</u> No No Response	The School PPOE Program X Both No Response	Yes No No Response X	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response X	The School PPOE Program Both No Response X	Yes No No Response X
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response X	The School PPOE Program Both No Response X	Yes No No Response X
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response X	The School PPOE Program Both No Response X	Yes No No Response X
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No X No Response	The School PPOE Program X Both No Response	Yes No X No Response
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes <u>X</u> No No Response	The School PPOE Program Both $\underline{X}$ No Response	Yes <u>X</u> No No Response
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes <u>X</u> No No Response	The School PPOE Program Both $\underline{X}$ No Response	Yes <u>X</u> No No Response
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes <u>X</u> No No Response	The School X PPOE Program Both No Response	Yes <u>X</u> No No Response
	B. Use recruitment ads and publications that show a diverse student population	Yes <u>X</u> No	The School PPOE Program	Yes <u>X</u> No

<sup>\*</sup>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."

		No Response		Both No Response	X	No Response	
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes No No Response	X	The School PPOE Program Both No Response	X	Yes No No Response	X
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	X
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes No No Response	X	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	X
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No No Response	X	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	X
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes No No Response	X	The School PPOE Program Both No Response	X	Yes No No Response	X
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>

<sup>\*</sup>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."

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes <u>X</u> No No Response	The School X PPOE Program Both No Response	Yes <u>X</u> No No Response
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes No No Response X	The School PPOE Program Both No Response X	Yes No No Response X
11. Other Efforts	Was additional information attached? Yes No $\underline{X}$		•	

<sup>\*</sup>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 Worksheet - Data Summary 2023 Ridgewater College, Kyle Larson Date: 10/2/2023

	Strategy	Re	eport	Plan
Affirmative Action Area		Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
Affirmative     Action     Designated     Staff	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         x           No            No Response	The School x PPOE Program Both No Response	Yes         x           No            No Response
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School           PPOE Program         x           Both            No Response	Yes         x           No            No Response
2. Faculty	A. Recruit diverse faculty	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	B. Provide diversity training for faculty	Yes         x           No            No Response	The School x PPOE Program Both No Response	Yes         x           No            No Response
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School PPOE Program Both No Response	Yes         x           No            No Response
	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School            PPOE Program            Both <u>x</u>	Yes         x           No            No Response

<sup>\*</sup>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."

				No Response			
	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	x	Yes No No Response	<u>x</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>X</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	 x	Yes No No Response	<u>x</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>

<sup>\*</sup>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."

	B. Use recruitment ads and publications that show a diverse student population	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School PPOE Program Both x No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School x PPOE Program Both No Response	Yes         x           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes No No Response <u>X</u>
	F. Offer law enforcement related post-secondary educational opportunity courses in high	Yes No <u>X</u>	The School PPOE Program	Yes No

<sup>\*</sup>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."

	schools with high enrollments of minority students and/or women	No Response	$\begin{array}{c c} \text{Both} & & \\ \text{No Response} & & \underline{X} \end{array}$	No Response X		
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	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes No No Response <u>X</u>		
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes No No Response <u>X</u>		
11. Other Efforts	Was additional information attached? Yes1 was just statement that due to COVID some events could not be held. That applies to all schools. No $\underline{X}$					

<sup>\*</sup>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."

		Re	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
Affirmative     Action     Designated     Staff	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes No No Response	The School X PPOE Program Both No Response	Yes No No Response
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes No No Response	The School	Yes X No No Response
	A. Recruit diverse faculty	Yes X No No Response	The School PPOE Program Both No Response	Yes X No No Response
2. Faculty	B. Provide diversity training for faculty	Yes X No No Response	The School PPOE Program Both No Response	Yes XNoNo Response
	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes No No Response	The School PPOE Program Both No Response	Yes X No No Response
3. Outreach	B. Recruit at high schools in Minnesota	Yes No No Response	The School PPOE Program Both No Response	Yes

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes <u>X</u> No  No Response	The School PPOE Program Both No Response	Yes No No Response
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	The School PPOE Program Both No Response	Yes X No No Response
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes X No No Response	The School PPOE Program Both No Response	Yes No No Response
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes X No No Response	The School PPOE Program Both No Response	Yes No No Response
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes X No No Response	The School PPOE Program Both No Response	Yes No No Response
or mromanon	B. Use recruitment ads and publications that show a diverse student population	Yes X No No Response	The School PPOE Program Both	Yes No No Response

<sup>\*</sup>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."

			No Response	
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes X No No Response	The School PPOE Program Both No Response	Yes No No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes K No No Response	The School PPOE Program Both No Response	Yes X No —— No Response ——
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes X No No Response	The School PPOE Program Both No Response	Yes No No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes X No No Response	The School PPOE Program Both No Response	Yes X No No Response
	A. Collect voluntary information about gender and ethnicity in an attempt to track progress	Yes You	The School PPOE Program	Yes

<sup>\*</sup>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."

10. Diversity	towards parity in higher education for minority students and women	No Response	Both No Response		No Response		
Tracking Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes No No Response	The School PPOE Program Both No Response	X	Yes X No No Response		
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No						

<sup>\*</sup>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 Program: Rochester Community and Technical College Coordinator Name: Vince Scheckel Date: 10/02/2023

		Re	eport	Plan
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
1. Affirmative Action Designated Staff	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes <u>x</u> No  No Response
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes <u>x</u> No  No Response
2. Faculty	A. Recruit diverse faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes <u>x</u> No  No Response
	B. Provide diversity training for faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School           PPOE Program           Both         x           No Response	Yes <u>x</u> No  No Response

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response		Yes No No Response	<u>x</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>x</u>	The School PPOE Program x Both No Response		Yes No No Response	<u>x</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response		Yes No No Response	<u>x</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u> </u>	Yes No No Response	<u>x</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School x PPOE Program Both No Response		Yes No No Response	<u>x</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School x PPOE Program Both No Response		Yes No No Response	<u>x</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u> </u>	Yes No No Response	<u>x</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School _ PPOE Program _		Yes No	<u>x</u>

<sup>\*</sup>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."

		No Response	Both         x           No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes No No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes No No Response

<sup>\*</sup>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."

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	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes No No Response		
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes No No Response		
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No x_					

<sup>\*</sup>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."

		Re	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
Affirmative     Action     Designated     Staff	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes Yes No No Response	The School  PPOE Program  Both  No Response	Yes X No No Response
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
2. Faculty	A. Recruit diverse faculty	Yes No No Response	The School PPOE Program Both No Response	Yes ————————————————————————————————————
	B. Provide diversity training for faculty	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes X No No Response	The School PPOE Program Both No Response	Yes X No
3. Outreach	B. Recruit at high schools in Minnesota	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes	The School PPOE Program Both No Response	Yes No No Response
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	The School PPOE Program Both No Response	Yes Kanada Yes No Response Kanada Yes No Response Kanada Yes
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
	B. Use recruitment ads and publications that show a diverse student population	Yes	The School VE PPOE Program VE PPOE PPOE Program VE PPOE PPOE PPOE PPOE PPOE PPOE PPOE P	Yes <u>V</u> No

<sup>\*</sup>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."

		No Response	Both No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes L No No Response	The School PPOE Program Both No Response	Yes No No Response
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No No Response	The School PPOE Program Both No Response	YesNoNo Response
Curriculum and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes K	The School PPOE Program Both No Response	Yes — — No Response —
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response

<sup>\*</sup>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."

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes No No Response	The School PPOE Program Both No Response	Yes <u>V</u> No  No Response		
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response \( \sum_{\text{N}} \)		
11. Other Efforts	Was additional information attached?  Yes1 was just statement that due to COVID some events could not be held. That applies to all schools.  No					

<sup>\*</sup>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 Worksheet - Data Summary 2023 PPOE Program: St. Cloud State University

Coordinator Name: <u>Dr. John J. Pilz</u> Date: <u>09/05/2023</u>

		Re	eport	Plan
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
	A. Recruit diverse faculty	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
2. Faculty	B. Provide diversity training for faculty	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	B. Recruit at high schools in Minnesota	Yes <u>X</u> No	The School PPOE Program	Yes <u>X</u> No

<sup>\*</sup>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."

		No Response		Both No Response	<u>X</u>	No Response
	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u> 	The School PPOE Program Both No Response	<u>X</u>	Yes         X           No            No Response
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes         X           No            No Response
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes         X           No            No Response
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes         X           No            No Response
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes         X           No            No Response
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes         X           No            No Response
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u> 	The School PPOE Program Both No Response	<u>X</u>	Yes         X           No            No Response

<sup>\*</sup>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."

	B. Use recruitment ads and publications that show a diverse student population	Yes No No Response	<u>X</u> 	The School X  PPOE Program  Both  No Response	Yes <u>X</u> No  No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes No No Response	<u>X</u>	The School X PPOE Program Both No Response	Yes <u>X</u> No  No Response
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes No No Response	<u>X</u>	The School PPOE Program Both X No Response	Yes <u>X</u> No  No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes No No Response	<u>X</u>	The School PPOE Program Both X No Response	Yes <u>X</u> No  No Response
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No No Response	<u>X</u>	The School X PPOE Program Both No Response	Yes <u>X</u> No  No Response
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes No No Response	<u>X</u>	The School         X           PPOE Program            Both            No Response	Yes <u>X</u> No  No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes No No Response	<u>X</u>	The School X PPOE Program Both No Response	Yes <u>X</u> No  No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high	Yes No	<u>X</u>	The School X PPOE Program	Yes <u>X</u> No

<sup>\*</sup>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."

	schools with high enrollments of minority students and/or women	No Response	Both No Response	No Response		
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	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response		
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response		
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No X					

<sup>\*</sup>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."

		Re	eport	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes <u>x</u> No  No Response	
2. Faculty	A. Recruit diverse faculty	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response	
	B. Provide diversity training for faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response	
	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes         x           No            No Response	The School PPOE Program Both No Response	<u>x</u>	Yes <u>x</u> No  No Response	
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	The School PPOE Program Both No Response		Yes No No Response	_
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes         x           No            No Response	The School PPOE Program Both No Response	<u>X</u>	Yes         x           No            No Response	
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes            No         x           No Response	The School PPOE Program Both No Response	  <u>X</u>	Yes            No         x           No Response	
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes         x           No            No Response	The School PPOE Program Both No Response	<u>X</u>	Yes            No         x           No Response	_
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes         x           No            No Response	The School PPOE Program Both No Response	<u>X</u>	Yes         x           No            No Response	
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes         x           No            No Response	The School PPOE Program Both No Response	<u>x</u>	Yes         x           No            No Response	_
	B. Use recruitment ads and publications that show a diverse student population	Yes <u>x</u> No	The School PPOE Program	<u>X</u> <u>X</u>	Yes <u>x</u> No <u></u>	

<sup>\*</sup>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."

		No Response	Both         x           No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School            PPOE Program            Both            No Response	Yes         x           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School            PPOE Program            Both            No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes x No No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response

<sup>\*</sup>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."

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	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response	
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No _x_				

<sup>\*</sup>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 Program: University of St. Thomas Coordinator Name: Tanya Gladney Date: 9/28/2-23

		Re	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
2. F	A. Recruit diverse faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
2. Faculty	B. Provide diversity training for faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
3. Outreach	B. Recruit at high schools in Minnesota	Yes <u>x</u> No  No Response	The School           PPOE Program           Both <u>x</u> No Response	Yes         x           No            No Response

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>x</u>	The School PPOE Program		Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both         x           No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes No No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes No No Response

<sup>\*</sup>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."

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes No No Response	
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes            No         x           No Response	The School PPOE Program Both No Response	Yes No No Response	
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No x				

<sup>\*</sup>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."

		Re	Plan		
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes <u>X</u> No  No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
2. Familia	A. Recruit diverse faculty	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
2. Outmark	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <u>X</u> No  No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes <u>X</u> No  No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> 
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> 
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program		Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both         X           No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes <u>X</u> No No Response

<sup>\*</sup>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."

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
11. Other Efforts	Was additional information attached?  Yes X - 1 was just statement that due to COVID so No	me events could not be held	d. That applies to all schools.	

<sup>\*</sup>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 Program: Vermillion Community College

		R	eport	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative     Action	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
Designated Staff	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
2 5 1	A. Recruit diverse faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
2. Faculty	B. Provide diversity training for faculty	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response	
2. Outsout	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes         x           No            No Response	The School           PPOE Program           Both <u>x</u> No Response	Yes         x           No            No Response	

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u> 
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>x</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>x</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	 <u>x</u>	Yes No No Response	<u>x</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program	<u>x</u>	Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both         x           No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         x           No            No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
9. Courses, Curriculum	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         x           No            No Response	The School            PPOE Program         x           Both            No Response	Yes         x           No            No Response
and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes            No         x           No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes            No         x           No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response

<sup>\*</sup>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."

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	Yes         x           No            No Response	The School         x           PPOE Program            Both            No Response	Yes         x           No            No Response
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes            No         x           No Response	The School            PPOE Program            Both         x           No Response	Yes         x           No            No Response
11. Other Efforts	Was additional information attached?  Yes 1 was just statement that due to COVII  No <u>x</u>	) some events could not be	held. That applies to all school	ols.

<sup>\*</sup>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."

	Strategy	Re	Plan	
Affirmative Action Area		Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
Affirmative     Action     Designated     Staff	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response
2. Faculty	A. Recruit diverse faculty	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	B. Provide diversity training for faculty	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes         X           No            No Response	The School            PPOE Program            Both         X           No Response	Yes         X           No            No Response
	B. Recruit at high schools in Minnesota	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response

<sup>\*</sup>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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> 
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> —
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> 
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> 
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> 
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u>X</u> 	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u> 
	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program	<u>X</u> <u>X</u>	Yes No	<u>X</u>

<sup>\*</sup>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."

		No Response	Both No Response	No Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes         X           No            No Response
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes         X           No            No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes         X           No            No Response	The School PPOE Program Both No Response	Yes         X           No            No Response
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes         X           No            No Response	The School X PPOE Program Both No Response	Yes         X           No            No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes            No         X           No Response	The School PPOE Program Both No Response	Yes No No Response

<sup>\*</sup>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."

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	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes         X           No            No Response	The School         X           PPOE Program            Both            No Response	Yes         X           No            No Response	
11. Other Efforts	Was additional information attached?  Yes X - 1 was just statement that due to COVID some events could not be held. That applies to all schools.  No				

<sup>\*</sup>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."