

**2023 PPOE SCHOOL
AFFIRMATIVE ACTION
EFFORTS REPORTED**

	Question 1A												1B									Question 2A								
	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	N/A
Alexandria Technical and Community College		X					X	X				X					X	X			X						X	X		
Bemidji State University	X			X			X			X			X				X			X					X		X			
Central Lakes College	X			X			X			X			X				X			X			X			X				
Century College	X						X			X			X				X			X			X			X			X	
Concordia University	X			X			X			X			X				X			X			X			X				
Fond Du Lac Tribal and Community College	X						X	X		X			X				X			X			X		X			X		
Hamline University	X			X			X			X			X				X			X			X			X		X		
Hennepin Technical College	X					X	X			X					X		X			X			X			X		X		
Hibbing Community College	X			X			X			X			X				X			X			X		X			X		
Inver Hills Community College	x			x			x			x			x				x			x			x			x		x		
Leech Lake Tribal College		X					X		X			X					X		X	X			X			X		X		
Metropolitan State University	X			X			X			X			X				X			X			X			X		X		
MN State University - Mankato	X			X			X			X			X				X			X			X			X		X		
MN State University - Moorhead	x			x			x			x			x			x			x			x			x		x			
MN West Community and Technical College	X			X			X			X			X				X			X			X			X		X		
MN State Community and Technical College	X			X			X			X			X				X			X			X			X		X		
Northland Community College		X					X			X		X					X	X		X			X			X	X			
University of Northwestern - St. Paul	X					X	X			X					X		X			X			X			X		X		
Rasmussen University	x			x			x			x			x				x			x			x			x		x		
Ridgewater Community College	X			X			X			X				X			X			X			X			X		X		
Riverland Community College	X			X					X	X			X				X			X			X			X		X		
Rochester Community and Technical College	X			X			X			X			X				X			X			X		X		X			
St. Cloud State University	X			X			X			X			X				X			X			X		X		X			
St. Thomas University	x			x			x			x			x				x			x			x			x		x		
St. Mary's University	X			X			X			X			X				X			X			X			X		X		
Southwest MN State University	X			X			X			X			X				X			X			X		X		X			
MN State University - Crookston	X			X			X			X			X				X			X			X		X		X			
Vermillion Community College	X			X			X			X			X				X			X			X		X		X			
Winona State University	X			X			X			X			X				X			X			X		X		X			
Total	26	3	0	22	0	2	5	25	1	3	26	3	0	21	1	3	4	27	1	1	29	0	0	8	1	17	3	28	0	1

**2023 PPOE SCHOOL
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	Question 2B											Question 3A									Question 3B									
	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	N/A
Alexandria Technical and Community College		X					X			X	X					X	X			X						X	X			
Bemidji State University	X					X	X			X					X	X			X						X	X				
Central Lakes College	X			X			X			X			X				X			X					X	X				
Century College	X						X			X	X					X			X	X						X			X	
Concordia University	X			X			X			X			X				X			X			X				X			
Fond Du Lac Tribal and Community College	X			X			X			X			X				X			X			X				X			
Hamline University	X			X			X				X					X		X		X			X				X			
Hennepin Technical College	X					X	X			X					X	X			X						X	X				
Hibbing Community College	X			X			X			X				X			X			X					X	X				
Inver Hills Community College	x			x			x			x			x			x			x			x			x	x				
Leech Lake Tribal College	X					X	X			X				X			X			X					X	X				
Metropolitan State University	X			X			X			X					X	X			X						X	X				
MN State University - Mankato	X					X	X			X					X	X			X						X	X				
MN State University - Moorhead	x					x	x				x					x		x		x					x	x				
MN West Community and Technical College	X			X			X			X			X			X			X						X	X				
MN State Community and Technical College	X			X			X			X					X	X			X						X	X				
Northland Community College		X					X			X	X					X	X			X					X	X				
University of Northwestern - St. Paul	X					X	X			X					X	X			X						X	X				
Rasmussen University	x			x			x			x			x			x			x					x					x	
Ridgewater Community College	X			X			X			X					X	X			X						X	X				
Riverland Community College	X					X	X			X				X			X			X					X	X				
Rochester Community and Technical College	X			X			X			X				X			X			X					X	X				
St. Cloud State University	X					X	X			X					X	X			X						X	X				
St. Thomas University	x			x			x			x				x			x			x				x			x			
St. Mary's University	X			X			X			X					X	X			X						X	X				
Southwest MN State University	X			X			X			X			X			X			X				X			X				
MN State University - Crookston	X			X			X			X					X	X			X				X				X			
Vermillion Community College	X			X			X			X				X			X			X					X	X				
Winona State University	X					X	X			X					X	X			X				X			X				
Total	27	2	0	17	0	9	3	26	0	3	27	2	0	6	7	13	3	26	2	1	29	0	0	6	2	20	1	27	0	2

**2023 PPOE SCHOOL
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	Question 3C									Question 4A									Question 4B											
	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	N/A
Alexandria Technical and Community College	X					X	X			X			X				X			X					X		X			
Bemidji State University	X					X	X			X					X	X		X			X				X		X			
Central Lakes College	X			X			X			X				X			X			X				X		X				
Century College		X					X			X						X			X	X						X			X	
Concordia University	X			X			X			X					X	X		X			X			X		X				
Fond Du Lac Tribal and Community College	X			X			X			X				X			X			X					X		X			
Hamline University	X			X			X			X				X			X			X			X			X				
Hennepin Technical College		X					X	X		X					X			X			X				X				X	
Hibbing Community College	X					X	X			X				X			X			X				X		X				
Inver Hills Community College	x			x			x			x			x			x			x			x		x		x				
Leech Lake Tribal College		X					X	X		X				X			X			X				X		X				
Metropolitan State University	X			X			X			X				X			X			X				X		X				
MN State University - Mankato	X			X			X			X				X			X			X				X		X				
MN State University - Moorhead	x			x			x			x				x			x			x			x		x		x			
MN West Community and Technical College	X					X	X			X				X			X			X				X		X				
MN State Community and Technical College	X					X	X			X				X			X			X			X		X		X			
Northland Community College	X					X	X			X			X			X			X					X		X				
University of Northwestern - St. Paul	X					X	X			X					X	X		X			X			X		X				
Rasmussen University			x				x			x			x			x			x			x		x		x			x	
Ridgewater Community College	X			X			X			X				X			X			X				X		X				
Riverland Community College	X					X	X			X				X			X			X				X		X				
Rochester Community and Technical College	X					X	X			X				X			X			X			X		X		X			
St. Cloud State University	X			X			X			X					X	X		X			X			X		X				
St. Thomas University	x					x	x			x				x			x			x			x		x		x			
St. Mary's University	X			X			X					X			X			X			X			X		X				
Southwest MN State University	X			X			X				X				X			X			X			X		X				
MN State University - Crookston	X			X			X			X				X			X			X			X		X		X			
Vermillion Community College	X					X	X			X				X			X			X			X		X		X			
Winona State University	X					X	X			X					X	X		X			X			X		X				
Total	25	3	1	13	0	12	4	25	2	2	25	2	2	3	15	6	5	23	1	5	27	1	1	7	6	13	3	25	1	3

**2023 PPOE SCHOOL
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	Question 4C											Question 5									Question 6									
	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	N/A
Alexandria Technical and Community College	X				X			X				X				X		X				X					X	X		
Bemidji State University	X					X		X			X					X		X			X			X				X		
Central Lakes College	X				X			X			X					X		X			X			X				X		
Century College		X					X			X						X				X	X						X			X
Concordia University	X				X			X			X					X		X			X			X				X		
Fond Du Lac Tribal and Community College	X				X			X			X		X					X			X					X		X		
Hamline University	X			X				X			X					X		X			X			X				X		
Hennepin Technical College	X				X			X			X					X		X			X					X		X		
Hibbing Community College	X				X			X			X		X					X			X					X		X		
Inver Hills Community College	x				x			x			x					x		x			x			x				x		
Leech Lake Tribal College	X					X		X			X					X		X			X					X		X		
Metropolitan State University	X				X			X			X		X					X			X					X		X		
MN State University - Mankato	X				X			X			X					X		X			X					X		X		
MN State University - Moorhead		x					x		x		x					x		x			x					x		x		
MN West Community and Technical College	X				X			X			X		X					X			X					X		X		
MN State Community and Technical College	X					X		X			X					X		X			X					X		X		
Northland Community College	X				X			X				X				X		X				X					X	X		
University of Northwestern - St. Paul	X					X		X			X					X		X			X					X		X		
Rasmussen University		x			x				x		x					x		x			x					x		x		
Ridgewater Community College		X					X	X			X		X					X			X			X				X		
Riverland Community College	X				X			X			X		X					X			X			X						X
Rochester Community and Technical College	X				X			X			X		X					X			X			X				X		
St. Cloud State University	X				X			X			X		X					X			X			X				X		
St. Thomas University	x				x			x			x		x					x			x					x		x		
St. Mary's University		X					X		X		X					X		X			X					X		X		
Southwest MN State University			X				X			X						X		X			X			X				X		
MN State University - Crookston	X				X			X			X		X					X			X			X				X		
Vermillion Community College	X				X			X			X		X					X			X					X		X		
Winona State University	X					X		X			X					X		X			X					X		X		
Total	23	5	1	1	18	5	5	24	3	2	27	2	0	11	0	17	1	28	0	1	27	2	0	10	1	15	3	27	0	2

**2023 PPOE SCHOOL
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EFFORTS REPORTED**

	Question 7A									Question 7B									Question 8											
	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	N/A
Alexandria Technical and Community College	X					X		X			X			X				X				X		X						X
Bemidji State University	X			X				X			X					X		X			X		X					X		
Central Lakes College	X			X				X			X				X		X			X		X		X				X		
Century College	X						X			X			X			X			X		X					X			X	
Concordia University	X			X				X			X			X				X			X		X			X		X		
Fond Du Lac Tribal and Community College	X					X		X			X				X		X			X					X		X			
Hamline University	X				X			X			X			X				X			X				X		X			
Hennepin Technical College	X					X		X			X				X		X			X					X		X			
Hibbing Community College	X					X		X			X				X		X			X					X		X			
Inver Hills Community College	x			x				x			x					x		x			x				x		x			
Leech Lake Tribal College	X					X		X			X				X		X			X					X		X			
Metropolitan State University	X					X		X			X			X				X			X			X			X			
MN State University - Mankato	X					X		X			X				X		X			X					X		X			
MN State University - Moorhead	x			x				x			x			x				x			x				x		x			
MN West Community and Technical College	X					X		X			X				X		X			X				X			X			
MN State Community and Technical College	X			X				X			X			X				X			X				X		X			
Northland Community College	X					X		X			X			X				X			X		X						X	
University of Northwestern - St. Paul	X					X		X			X				X		X			X					X		X			
Rasmussen University	x			x				x			x				x		x			x				x		x				
Ridgewater Community College	X			X				X			X			X				X			X			X			X			
Riverland Community College	X			X						X	X				X		X			X				X			X			
Rochester Community and Technical College	X					X		X			X				X		X			X				X			X			
St. Cloud State University	X			X				X			X			X				X			X			X			X			
St. Thomas University	x					x		x			x					x		x			x			x			x			
St. Mary's University	X					X		X			X				X		X			X					X		X			
Southwest MN State University	X			X				X			X			X				X			X				X		X			
MN State University - Crookston	X			X				X			X			X				X			X			X			X			
Vermillion Community College	X					X		X			X			X				X			X			X			X			
Winona State University	X			X				X			X				X		X			X				X		X		X		
Total	29	0	0	13	1	14	1	27	0	2	29	0	0	12	0	14	3	28	0	1	27	2	0	14	0	14	1	26	0	3

**2023 PPOE SCHOOL
AFFIRMATIVE ACTION
EFFORTS REPORTED**

	Question 9A											Question 9B											Question 9C										
	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	N/A			
Alexandria Technical and Community College		X		X						X		X				X			X			X				X			X				
Bemidji State University	X				X					X	X					X	X			X					X	X							
Central Lakes College	X				X			X			X					X	X			X			X				X						
Century College	X						X			X	X					X			X	X						X			X				
Concordia University	X				X			X			X				X			X		X			X		X			X					
Fond Du Lac Tribal and Community College	X					X		X			X					X			X			X		X				X					
Hamline University	X				X			X			X				X			X		X			X		X			X					
Hennepin Technical College	X				X			X			X				X			X		X		X				X		X					
Hibbing Community College	X					X		X			X				X			X		X			X		X			X					
Inver Hills Community College	x				x			x			x				x			x		x			x			x		x					
Leech Lake Tribal College	X					X		X			X					X			X			X			X		X						
Metropolitan State University	X					X		X			X				X			X			X			X			X						
MN State University - Mankato	X					X		X			X				X			X			X			X			X						
MN State University - Moorhead	x				x			x			x				x			x		x			x			x		x					
MN West Community and Technical College	X					X		X			X				X			X			X				X		X						
MN State Community and Technical College	X					X		X			X					X			X			X		X			X						
Northland Community College		X			X			X				X					X			X			X				X		X				
University of Northwestern - St. Paul	X					X		X			X					X			X			X				X		X					
Rasmussen University	x					x		x			x				x			x		x			x			x		x					
Ridgewater Community College	X					X		X			X					X			X			X		X			X						
Riverland Community College	X				X			X			X				X			X			X			X			X						
Rochester Community and Technical College	X					X		X			X				X			X			X			X			X						
St. Cloud State University	X					X		X			X					X			X			X		X			X						
St. Thomas University	x					x		x			x				x			x		x			x			x		x					
St. Mary's University	X					X		X			X				X			X			X				X		X						
Southwest MN State University	X				X			X			X				X			X			X				X		X						
MN State University - Crookston	X					X					X				X			X			X		X			X		X					
Vermillion Community College	X					X		X			X				X			X			X			X			X						
Winona State University	X					X		X			X					X			X			X		X			X						
Total	27	2	0	1	11	16	1	26	0	3	27	2	0	0	17	9	3	26	0	3	25	2	2	9	8	7	5	24	2	3			

**2023 PPOE SCHOOL
AFFIRMATIVE ACTION
EFFORTS REPORTED**

	Question 9D											Question 9E											Question 9F											Ques
	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	N/A	Yes			
Alexandria Technical and Community College	X					X		X			X					X		X			X					X		X						
Bemidji State University	X			X				X			X			X				X				X					X			X	X			
Central Lakes College	X			X				X			X					X		X			X					X	X			X				
Century College	X						X			X	X						X			X	X					X			X					
Concordia University	X					X		X				X				X		X			X					X		X		X				
Fond Du Lac Tribal and Community College	X					X		X			X			X				X			X					X		X		X				
Hamline University	X			X				X				X					X		X			X				X		X		X				
Hennepin Technical College	X					X		X			X					X		X			X				X		X							
Hibbing Community College	X					X		X				X				X		X			X					X		X		X				
Inver Hills Community College	x			x				x			x					x		x			x					x		x		x				
Leech Lake Tribal College	X			X				X			X			X				X			X					X		X		X				
Metropolitan State University	X			X				X			X			X				X				X				X	X			X				
MN State University - Mankato	X			X				X			X			X				X			X				X		X			X				
MN State University - Moorhead	x			x				x			x					x		x			x					x		x						
MN West Community and Technical College	X					X		X			X					X		X			X				X		X			X				
MN State Community and Technical College	X					X		X				X					X			X	X					X			X	X				
Northland Community College	X					X		X			X					X		X			X					X		X						
University of Northwestern - St. Paul	X					X		X			X					X		X			X					X		X		X				
Rasmussen University	x			x				x			x					x		x			x					x		x		x				
Ridgewater Community College	X			X				X			X			X					X	X						X			X	X				
Riverland Community College	X			X				X			X					X		X			X					X		X		X				
Rochester Community and Technical College	X			X				X				X					X			X	X					X			X	X				
St. Cloud State University	X			X				X			X			X				X			X			X			X			X				
St. Thomas University	x			x				x				x				x			x	x						x			x	x				
St. Mary's University	X			X				X			X			X				X			X			X			X			X				
Southwest MN State University	X			X				X			X			X				X				X				X			X	X				
MN State University - Crookston	X			X				X				X					X		X			X				X		X		X				
Vermillion Community College	X			X				X				X				X		X			X				X		X			X				
Winona State University	X			X				X			X			X				X			X				X		X		X	X				
Total	29	0	0	19	0	9	1	28	0	1	20	9	0	9	1	11	8	19	5	5	16	12	1	2	2	9	16	15	6	8	24			

2023 PPOE SCHOOL AFFIRMATIVE ACTION EFFORTS REPORTED																						
	Question 10A										Question 10B										Question 11	
	No	N/A	Schod	PPOE	Both	N/A	Yes	No	N/A	Yes	No	N/A	Schod	PPOE	Both	N/A	Yes	No	N/A	Yes	No	
Alexandria Technical and Community College		X			X				X		X			X		X						x
Bemidji State University					X		X			X			X			X						X
Central Lakes College			X				X			X			X			X					X	
Century College	X					X			X	X						X			X			X
Concordia University			X				X				X				X		X		X		X	
Fond Du Lac Tribal and Community College			X				X			X			X				X				X	
Hamline University			X				X			X				X		X					X	
Hennepin Technical College	X				X		X				X					X	X					X
Hibbing Community College			X				X				X		X			X						X
Inver Hills Community College			x				x			x				x		x						x
Leech Lake Tribal College					X		X			X				X		X						X
Metropolitan State University			X				X			X				X		X						X
MN State University - Mankato					X		X			X			X			X						X
MN State University - Moorhead		x				x			x			x				x			x			
MN West Community and Technical College			X				X				X				X				X			X
MN State Community and Technical College					X		X			X				X		X						X
Northland Community College	X					X			X	X				X		X						
University of Northwestern - St. Paul					X		X			X				X		X					X	
Rasmussen University			x				x					x				x			x			x
Ridgewater Community College			X						X	X			X							X		X
Riverland Community College					X		X			X			X			X						X
Rochester Community and Technical College			X						X	X						X				X		X
St. Cloud State University			X				X			X			X			X						X
St. Thomas University			x					x		x						x				x		x
St. Mary's University			X				X			X			X			X						X
Southwest MN State University			X				X					X				X				X		X
MN State University - Crookston			X				X				X					X		X				X
Vermillion Community College			X				X			X				X		X						X
Winona State University			X				X			X			X			X				X		X
Total	2	3	18	0	7	4	22	0	7	16	10	3	7	3	9	10	19	2	8	6	21	

Affirmative Action Worksheet - Data Summary 2023

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

*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 <input type="checkbox"/>	Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	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 <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> No Response <input checked="" type="checkbox"/>
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes <input type="checkbox"/> No <input type="checkbox"/> No Response <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> No Response <input checked="" type="checkbox"/>

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

*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.

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

*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 <input checked="" type="checkbox"/> ___ No ___ No Response ___	The School ___ PPOE Program ___ Both <input checked="" type="checkbox"/> ___ No Response ___	Yes <input checked="" type="checkbox"/> ___ 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 <input checked="" type="checkbox"/> ___ No ___ No Response ___	The School <input checked="" type="checkbox"/> ___ PPOE Program ___ Both ___ No Response ___	Yes <input checked="" type="checkbox"/> ___ 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 <input checked="" type="checkbox"/> ___ No ___ No Response ___	The School ___ PPOE Program ___ Both <input checked="" type="checkbox"/> ___ No Response ___	Yes ___ No ___ No Response ___
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes <input checked="" type="checkbox"/> ___ No ___ No Response ___	The School ___ PPOE Program ___ Both <input checked="" type="checkbox"/> ___ No Response ___	Yes <input checked="" type="checkbox"/> ___ 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 <input checked="" type="checkbox"/> ___ No ___ No Response ___	The School ___ PPOE Program ___ Both <input checked="" type="checkbox"/> ___ No Response ___	Yes <input checked="" type="checkbox"/> ___ No ___ No Response ___
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <input checked="" type="checkbox"/> ___ No ___ No Response ___	The School <input checked="" type="checkbox"/> ___ PPOE Program ___ Both ___ No Response ___	Yes <input checked="" type="checkbox"/> ___ No ___ No Response ___
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <input checked="" type="checkbox"/> ___ No ___ No Response ___	The School <input checked="" type="checkbox"/> ___ PPOE Program ___ Both ___ No Response ___	Yes <input checked="" type="checkbox"/> ___ No ___ No Response ___
	F. Offer law enforcement related post-secondary educational opportunity courses in high	Yes ___ No <input checked="" type="checkbox"/> ___	The School ___ PPOE Program ___	Yes ___ No ___

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

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

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Affirmative Action Worksheet - Data Summary 2023

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

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Affirmative Action Worksheet - Data Summary 2023
Century College Sara Edel 10/2/2023

Affirmative Action Area	Strategy	Report			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 <input checked="" type="checkbox"/>	The School <input type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>

*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 <u>X</u> No Response ___	The School ___ PPOE Program ___ Both ___ No Response ___	Yes ___ No ___ No Response ___
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	Yes <u>X</u> No ___ No Response ___	The School ___ PPOE Program ___ Both ___ No Response ___	Yes ___ No ___ No Response ___
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes <u>X</u> 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 <u>X</u> 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 <u>X</u> 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 <u>X</u> 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 <u>X</u> No ___ No Response ___	The School ___ PPOE Program ___ Both ___ No Response ___	Yes ___ No ___ No Response ___

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

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

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Affirmative Action Worksheet - Data Summary 2023
Concordia University, Saint Paul

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

*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

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

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Affirmative Action Worksheet - Data Summary 2023

PPOE Program: Fond du Lac Tribal and Community College **Coordinator Name:** Michael Tusken

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School PPOE Program <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School PPOE Program <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School PPOE Program <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School PPOE Program <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School PPOE Program <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>

*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 <u>X</u> No ___ No Response ___	The School PPOE Program Both No Response	X ___ ___ ___	Yes <u>X</u> No ___ No Response ___
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	Yes <u>X</u> No ___ No Response ___	The School PPOE Program Both No Response	___ <u>X</u> ___ ___	Yes <u>X</u> No ___ No Response ___
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes <u>X</u> No ___ No Response ___	The School PPOE Program Both No Response	___ ___ X ___	Yes <u>X</u> No ___ No Response ___
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes <u>X</u> No ___ No Response ___	The School PPOE Program Both No Response	___ <u>X</u> ___ ___	Yes <u>X</u> 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	X ___ ___ ___	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 No Response	___ ___ X ___	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 PPOE Program Both No Response	___ ___ <u>X</u> ___	Yes <u>X</u> No ___ No Response ___

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

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

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Affirmative Action Worksheet - Data Summary 2023

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> No Response <input checked="" type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

*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 <input checked="" type="checkbox"/>	No <input type="checkbox"/>	No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/>	PPOE Program <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	No Response <input type="checkbox"/>	The School <input type="checkbox"/>	PPOE Program <input type="checkbox"/>	Both <input checked="" type="checkbox"/>	No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	No Response <input type="checkbox"/>
11. Other Efforts	<p>Was additional information attached?</p> <p>Yes <input checked="" type="checkbox"/> - 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.</p> <p>No <input type="checkbox"/></p>										

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Affirmative Action Worksheet - Data Summary 2023

Affirmative Action Area	Strategy	Report		Plan
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1. Affirmative Action Designated Staff	A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)	Yes <input checked="" type="checkbox"/>	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____

*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 <input checked="" type="checkbox"/> No Response _____	The School _____ PPOE Program _____ Both _____ No Response <input checked="" type="checkbox"/>	Yes _____ No <input checked="" type="checkbox"/> No Response _____
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	Yes <input checked="" type="checkbox"/> No _____ No Response _____	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes <input checked="" type="checkbox"/> No _____ No Response _____	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes _____ No _____ No Response <input checked="" type="checkbox"/>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes <input checked="" type="checkbox"/> No _____ No Response _____	The School _____ PPOE Program <input checked="" type="checkbox"/> Both _____ No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes <input checked="" type="checkbox"/> No _____ No Response _____	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes <input checked="" type="checkbox"/> No _____ No Response _____	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> No _____ No Response _____	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
	B. Use recruitment ads and publications that show a diverse student population	Yes <input checked="" type="checkbox"/> No _____	The School _____ PPOE Program _____	Yes <input checked="" type="checkbox"/> No _____

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

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

*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 <input checked="" type="checkbox"/> No Response _____	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes _____ No <input checked="" type="checkbox"/> No Response _____	The School _____ PPOE Program _____ Both _____ No Response <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/>			

*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: Minnesota North College -Hibbing Coordinator Name: Steve Kovacic Date: 10-4-2023

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

*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

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

*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: Leech Lake Tribal College Name: Frank Homer Date: 10/27/2023

Affirmative Action Area	Strategy	Report		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 _____ No <u> X </u> No Response	The School _____ PPOE Program _____ Both _____ No Response	Yes _____ No <u> X </u> No Response
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes _____ No <u> X </u> No Response	The School _____ PPOE Program _____ Both _____ No Response	Yes _____ No <u> X </u> No Response
2. Faculty	A. Recruit diverse faculty	Yes <u> X </u> No _____ No Response	The School _____ PPOE Program _____ Both <u> X </u> No Response	Yes <u> X </u> No _____ No Response
	B. Provide diversity training for faculty	Yes <u> X </u> No _____ No Response	The School _____ PPOE Program _____ Both <u> X </u> No Response	Yes <u> X </u> No _____ No Response
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <u> X </u> No _____ No Response	The School _____ PPOE Program <u> X </u> Both _____ No Response	Yes <u> X </u> No _____ No Response
	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 <u> X </u> No _____ No Response

*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 <u> X </u> No Response	The School PPOE Program _____ Both _____ No Response	Yes _____ No <u> X </u> No Response
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	Yes <u> X </u> No _____ No Response	The School PPOE Program <u> X </u> Both _____ No Response	Yes <u> X </u> No _____ No Response
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes <u> X </u> No _____ No Response	The School PPOE Program _____ Both <u> X </u> No Response	Yes <u> X </u> No _____ No Response
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes <u> X </u> No _____ No Response	The School PPOE Program _____ Both <u> X </u> No Response	Yes <u> X </u> 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 <u> X </u> 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 <u> X </u> 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 PPOE Program _____ Both <u> X </u> 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 _____

*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 <u>X</u> 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 <u>X</u> 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 <u>X</u> No No Response	The School PPOE Program — Both <u>X</u> 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 <u>X</u> No No Response	The School PPOE Program — Both <u>X</u> 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 <u>X</u> No No Response	The School PPOE Program — Both <u>X</u> 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 <u>X</u> No No Response	The School PPOE Program <u>X</u> 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 <u>X</u> No — No Response	The School PPOE Program <u>X</u> 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 <u>X</u> No — No Response	The School PPOE Program — Both <u>X</u> No Response	Yes <u>X</u> No No Response

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

*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: Minnesota State University Mankato Coordinator Name: Pat Nelson Date: 10/04/2023

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

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

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

*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 <input checked="" type="checkbox"/>	No <input type="checkbox"/>	No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/>	PPOE Program <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	No Response <input type="checkbox"/>	The School <input type="checkbox"/>	PPOE Program <input type="checkbox"/>	Both <input checked="" type="checkbox"/>	No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	No Response <input type="checkbox"/>
11. Other Efforts	Was additional information attached? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>										

*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

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

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Affirmative Action Worksheet - Data Summary 2023

PPOE Program: Minnesota West CTC Coordinator Name: Ronald Schwint Date: 10/02/23

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	PPOE Program <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes <input type="checkbox"/>	The School <input type="checkbox"/>	Yes <input type="checkbox"/>
		No <input checked="" type="checkbox"/>	PPOE Program <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>
			No Response <input type="checkbox"/>	
11. Other Efforts	Was additional information attached?			
	Yes <input type="checkbox"/>			
	No <input checked="" type="checkbox"/>			

*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

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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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 _____	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 _____ 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 _____			

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	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes _____ No <input checked="" type="checkbox"/> No Response _____	The School _____ PPOE Program _____ Both _____ No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/> No _____ No Response _____	The School _____ PPOE Program _____ Both _____ No Response <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/> No _____ No Response _____
	B. Provide diversity training for faculty	Yes _____ No <input checked="" type="checkbox"/> No Response _____	The School _____ PPOE Program _____ Both _____ No Response <input checked="" type="checkbox"/>	Yes _____ No _____ No Response _____
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/> No _____ No Response _____	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/> No _____ No Response _____	The School <input checked="" type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both _____ No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____

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	C. Recruit students at high schools and fairs outside of Minnesota	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
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5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
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	B. Use recruitment ads and publications that show a diverse student population	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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		No Response <input type="checkbox"/>	Both <input type="checkbox"/> No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> No Response <input checked="" type="checkbox"/>
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	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes <input type="checkbox"/> No <input type="checkbox"/> No Response <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> No Response <input checked="" type="checkbox"/>
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

*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 <input checked="" type="checkbox"/>	The School _____ PPOE Program _____ Both _____ No Response <input checked="" type="checkbox"/>	Yes _____ No _____ No Response <input checked="" type="checkbox"/>
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes _____ No <input checked="" type="checkbox"/> No Response _____	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> 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 _____			

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Affirmative Action Worksheet - Data Summary 2023
Rasmussen University

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/> No No Response	The School <input checked="" type="checkbox"/> PPOE Program Both No Response	Yes <input checked="" type="checkbox"/> No No Response
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/> No No Response	The School <input checked="" type="checkbox"/> PPOE Program Both No Response	Yes <input checked="" type="checkbox"/> No No Response
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/> No No Response	The School PPOE Program Both <input checked="" type="checkbox"/> No Response	Yes <input checked="" type="checkbox"/> No No Response
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/> No No Response	The School <input checked="" type="checkbox"/> PPOE Program Both No Response	Yes <input checked="" type="checkbox"/> No No Response
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/> No No Response	The School <input checked="" type="checkbox"/> PPOE Program Both No Response	Yes <input checked="" type="checkbox"/> No No Response
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/> No No Response	The School PPOE Program <input checked="" type="checkbox"/> Both No Response	Yes No No Response <input checked="" type="checkbox"/>

*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 <input checked="" type="checkbox"/>	The School PPOE Program Both No Response <input checked="" type="checkbox"/>	Yes No No Response <input checked="" type="checkbox"/>
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response <input checked="" type="checkbox"/>	The School PPOE Program Both No Response <input checked="" type="checkbox"/>	Yes No No Response <input checked="" type="checkbox"/>
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response <input checked="" type="checkbox"/>	The School PPOE Program Both No Response <input checked="" type="checkbox"/>	Yes No No Response <input checked="" type="checkbox"/>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No <input checked="" type="checkbox"/> No Response	The School PPOE Program <input checked="" type="checkbox"/> Both No Response	Yes No <input checked="" type="checkbox"/> No Response
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes <input checked="" type="checkbox"/> No No Response	The School PPOE Program Both <input checked="" type="checkbox"/> No Response	Yes <input checked="" type="checkbox"/> No No Response
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes <input checked="" type="checkbox"/> No No Response	The School PPOE Program Both <input checked="" type="checkbox"/> No Response	Yes <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> No No Response	The School <input checked="" type="checkbox"/> PPOE Program Both No Response	Yes <input checked="" type="checkbox"/> No No Response
	B. Use recruitment ads and publications that show a diverse student population	Yes <input checked="" type="checkbox"/> No	The School PPOE Program	Yes <input checked="" type="checkbox"/> No

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

		No Response	Both <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> No No Response	The School <input checked="" type="checkbox"/> PPOE Program Both No Response	Yes <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> No No Response	The School <input checked="" type="checkbox"/> PPOE Program Both <input checked="" type="checkbox"/> No Response	Yes <input checked="" type="checkbox"/> No No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes <input checked="" type="checkbox"/> No No Response	The School <input checked="" type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both No Response	Yes <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> No No Response	The School <input checked="" type="checkbox"/> PPOE Program Both No Response	Yes <input checked="" type="checkbox"/> No No Response
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <input checked="" type="checkbox"/> No No Response	The School <input checked="" type="checkbox"/> PPOE Program Both No Response	Yes <input checked="" type="checkbox"/> No No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes No <input checked="" type="checkbox"/> No Response	The School PPOE Program Both No Response <input checked="" type="checkbox"/>	Yes No <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> No Response	The School PPOE Program Both No Response <input checked="" type="checkbox"/>	Yes No <input checked="" type="checkbox"/> No Response

*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 <input checked="" type="checkbox"/> No No Response	The School <input checked="" type="checkbox"/> PPOE Program Both No Response	Yes <input checked="" type="checkbox"/> No No Response
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes No No Response <input checked="" type="checkbox"/>	The School PPOE Program Both No Response <input checked="" type="checkbox"/>	Yes No No Response <input checked="" type="checkbox"/>
11. Other Efforts	Was additional information attached? Yes No <input checked="" type="checkbox"/>			

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Affirmative Action Worksheet - Data Summary 2023
Ridgewater College, Kyle Larson Date: 10/2/2023

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

*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

Affirmative Action Area	Strategy	Report			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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> No Response <input checked="" type="checkbox"/>	
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	

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

*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 <input checked="" type="checkbox"/> No ___ No Response ___	The School PPOE Program Both No Response	<input checked="" type="checkbox"/> ___ ___ ___	Yes <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> No ___ No Response ___	The School PPOE Program Both No Response	___ <input checked="" type="checkbox"/> ___ ___	Yes <input checked="" type="checkbox"/> No ___ No Response ___
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes <input checked="" type="checkbox"/> No ___ No Response ___	The School PPOE Program Both No Response	<input checked="" type="checkbox"/> ___ ___ ___	Yes <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> No ___ No Response ___	The School PPOE Program Both No Response	___ <input checked="" type="checkbox"/> ___ ___	Yes <input checked="" type="checkbox"/> No ___ No Response ___
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <input checked="" type="checkbox"/> No ___ No Response ___	The School PPOE Program Both No Response	<input checked="" type="checkbox"/> ___ ___ ___	Yes <input checked="" type="checkbox"/> No ___ No Response ___
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <input checked="" type="checkbox"/> No ___ No Response ___	The School PPOE Program Both No Response	___ ___ <input checked="" type="checkbox"/> ___	Yes <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> No ___ No Response ___	The School PPOE Program Both No Response	___ ___ <input checked="" type="checkbox"/> ___	Yes <input checked="" type="checkbox"/> No ___ No Response ___
	A. Collect voluntary information about gender and ethnicity in an attempt to track progress	Yes <input checked="" type="checkbox"/> No ___	The School PPOE Program	___ ___	Yes <input checked="" type="checkbox"/> No ___

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

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

*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: Rochester Community and Technical College Coordinator Name: Vince Scheckel Date: 10/02/2023

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

*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

Affirmative Action Area	Strategy	Report			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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/>	PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input type="checkbox"/>	No Response <input type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>

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

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

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

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Affirmative Action Worksheet - Data Summary 2023
PPOE Program: St. Cloud State University
Coordinator Name: Dr. John J. Pilz Date: 09/05/2023

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

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

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

*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

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

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Affirmative Action Worksheet - Data Summary 2023

PPOE Program: University of St. Thomas Coordinator Name: Tanya Gladney Date: 9/28/2-23

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

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	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
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3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School _____ PPOE Program _____ Both <input checked="" type="checkbox"/> No Response _____	Yes <input checked="" type="checkbox"/> No _____ No Response _____

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

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

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

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Affirmative Action Worksheet - Data Summary 2023

PPOE Program: Vermillion Community College

Affirmative Action Area	Strategy	Report		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 <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input checked="" type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

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

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

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Affirmative Action Worksheet - Data Summary 2023

Affirmative Action Area	Strategy	Report		Plan
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	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <input checked="" type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
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4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Use recruitment ads and publications that show a diverse student population	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/> No Response <input type="checkbox"/>

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

*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."