

AFFIRMATIVE ACTION WORKSHEET - DATA SUMMARY 2024

1. AFFIRMATIVE ACTION DESIGNATED STAFF	YES	NO	NO RESPONSE	SCHOOL	PPOE	BOTH
A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director)						
Was this strategy applied during the past year? (Yes, No, No Response)	25	3				
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			4	16	2	6
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	22	3	3			
B. Have an affirmative action committee (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)						
Was this strategy applied during the past year? (Yes, No, No Response)	26	2				
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			1	17	1	9
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	24	2	2			
2. FACULTY						
A. Recruit diverse faculty						
Was this strategy applied during the past year? (Yes, No, No Response)	26		2			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			1	8		19
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	26		2			
B. Provide diversity training for faculty						
Was this strategy applied during the past year? (Yes, No, No Response)	28					
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)				15	2	11
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	26		2			
3. OUTREACH						
A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)						
Was this strategy applied during the past year? (Yes, No, No Response)	26	1	1			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			2	3	7	16
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	25	1	2			
B. Recruit at high schools in Minnesota						
Was this strategy applied during the past year? (Yes, No, No Response)	27	1				
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			1	7	3	17
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	25	1	2			
C. Recruit students at high schools and fairs outside of Minnesota						
Was this strategy applied during the past year? (Yes, No, No Response)	19	9				
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			6	9	4	9
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	20	5	3			
4. DEVELOPING PARTNERSHIPS						
A. Form a partnership with one or more MN law enforcement agencies						
Was this strategy applied during the past year? (Yes, No, No Response)	28					
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)					13	15
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	27		1			
B. Form partnerships with colleges and universities that have a high population of minority students and/ or women						
Was this strategy applied during the past year? (Yes, No, No Response)	26	1	1			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			2	8	1	17
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	24	1	3			
C. Form partnerships with law enforcement groups from outside of Minnesota						
Was this strategy applied during the past year? (Yes, No, No Response)	20	6	2			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			6		15	7
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	21	3	4			
5. DIVERSITY EVENTS						
A. Provide celebrations, speakers, or other events that promote diversity						
Was this strategy applied during the past year? (Yes, No, No Response)	27	1				
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			1	8		19
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	27		1			

6. MENTORSHIP PROGRAMS	YES	NO	NO RESPONSE	SCHOOL	PPOE	BOTH
A. Support minority students and women through mentorship programs						
Was this strategy applied during the past year? (Yes, No, No Response)	26	1	1			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)				10	3	15
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	27		1			
7. DISTRIBUTION OF INFORMATION						
A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women						
Was this strategy applied during the past year? (Yes, No, No Response)	27	1				
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)				7	4	17
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	27		1			
B. Use recruitment ads and publications that show a diverse student population						
Was this strategy applied during the past year? (Yes, No, No Response)	28					
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)				8		20
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	27		1			
8. ON-CAMPUS SUPPORT						
A. Provide a supportive campus environment for minority students and women through special services, clubs, and/ or orientation events						
Was this strategy applied during the past year? (Yes, No, No Response)	27		1			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)				10		18
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	27		1			
9. COURSES, CURRICULUM AND RESOURCES						
A. Review the curriculum to include diversity education in all parts of the law enforcement education						
Was this strategy applied during the past year? (Yes, No, No Response)	28					
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)					9	19
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	27		1			
B. Include the historical and contemporary issues of minorities and women in policing in courses						
Was this strategy applied during the past year? (Yes, No, No Response)	27	1				
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			3		17	8
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	27	1				
C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety						
Was this strategy applied during the past year? (Yes, No, No Response)	22	3	3			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			5	8	5	10
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	22	3	3			
D. Offer development courses and academic support services to help minority students and women transition into college						
Was this strategy applied during the past year? (Yes, No, No Response)	26		2			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			2	16	1	9
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	26		2			
E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment						
Was this strategy applied during the past year? (Yes, No, No Response)	19	6	3			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			9	5	2	12
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	19	4	5			
F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women						
Was this strategy applied during the past year? (Yes, No, No Response)	16	10	2			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			14	1	3	10
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	14	5	9			

10. DIVERSITY TRACKING EFFORTS	YES	NO	NO RESPONSE	SCHOOL	PPOE	BOTH
A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women						
Was this strategy applied during the past year? (Yes, No, No Response)	27		1			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			1	11	3	13
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	25		3			
B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals						
Was this strategy applied during the past year? (Yes, No, No Response)	17	9	2			
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)			10	6		12
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)	17	5	6			
11. OTHER EFFORTS						
A. Was additional information attached (Yes or No)	6	22				

Affirmative Action Worksheet - Data Summary 2024 (Ridgewater 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 <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
2. Faculty	A. Recruit diverse faculty	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
	B. Provide diversity training for faculty	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ 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 <u>X</u>	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 _____ Both <u>X</u> 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 <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> 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 <u>X</u>	Yes _____ No <u>X</u> No Response _____
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ 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 <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes <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 <u>X</u> 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 ____ 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 <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes <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 <u>X</u> Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes ____ No <u>X</u> No Response ____	The School ____ PPOE Program ____ Both ____ No Response <u>X</u>	Yes ____ No <u>X</u> 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 <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <u>X</u> No ____ No Response ____	The School ____ PPOE Program ____ Both <u>X</u> 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 <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"/> 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."

Saint Mary's Affirmative Action Worksheet - Data Summary 2024 ✓

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

St. Cloud Affirmative Action Worksheet - Data Summary 2024



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 <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
2. Faculty	A. Recruit diverse faculty	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ 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 _____ Both <u>X</u> 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 <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"/>
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 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 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 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 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 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 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 PPOE Program <input checked="" type="checkbox"/> <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 ____	Both ____ No Response ____	No Response ____
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes <u>X</u> No ____ No Response ____	The School <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes <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 <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <u>X</u> No ____ No Response ____	The School <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <u>X</u> No ____ No Response ____	The School <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes <u>X</u> No ____ No Response ____	The School <u>X</u> PPOE Program ____ Both ____ 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 <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	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 2024

MN North Vermilion

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 <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 _____
	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 _____ 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"/> _____ 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 _____ 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"/> _____ 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 _____ PPOE Program _____ Both <input checked="" type="checkbox"/> _____	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."

			No Response	
	C. Recruit students at high schools and fairs outside of Minnesota	Yes No 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 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 No No Response	The School PPOE Program Both No Response	Yes No No Response
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	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 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 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	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 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"/> 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 2024

MN North LIBS INC ✓

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 <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 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 type="checkbox"/> No <input type="checkbox"/> No Response <input checked="" 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 type="checkbox"/> No <input type="checkbox"/> No Response <input checked="" 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 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"/>
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 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. Recruit at high schools in 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 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."

	C. Recruit students at high schools and fairs outside of Minnesota	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"/>
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 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"/>
	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 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 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"/>
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 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 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 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"/>	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."

		No Response <input type="checkbox"/>	Both <input checked="" type="checkbox"/> No Response <input type="checkbox"/>	No Response <input checked="" 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 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 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. Include the historical and contemporary issues of minorities and women in policing in courses	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"/>
	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 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"/>
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	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"/>
	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 <u>X</u> No _____ No Response _____	The School PPOE Program _____ Both <u>X</u> No Response _____	Yes _____ No _____ No Response <u>X</u>
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes <u>X</u> No _____ No Response _____	The School PPOE Program _____ Both <u>X</u> No Response _____	Yes _____ No _____ No Response <u>X</u>
11. Other Efforts	Was additional information attached? Yes _____ 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 2024

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 <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. 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 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 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 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 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"/> 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."

	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 _____ Both <input checked="" type="checkbox"/> 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 _____ 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 ____	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 ____ PPOE Program ____ Both <input checked="" type="checkbox"/> 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 <input checked="" type="checkbox"/> Both ____ 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 ____ 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 ____ 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 ____
	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 <input checked="" type="checkbox"/> 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 ____ PPOE Program ____ Both <input checked="" type="checkbox"/> No Response ____	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 <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."

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 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 _____ 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 2024

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

	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 PPOE Program <input checked="" 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 PPOE Program <input checked="" 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 PPOE Program <input checked="" 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 PPOE Program <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 PPOE Program <input checked="" 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 PPOE Program <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 PPOE Program <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"/>	No Response <input type="checkbox"/>	The School PPOE Program <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 ____	Both ____ No Response ____	No Response ____
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes <u>X</u> No ____ No Response ____	The School <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes <u>X</u> No ____ No Response ____	The School ____ PPOE Program <u>X</u> Both ____ 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 <u>X</u> Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes ____ No ____ No Response <u>X</u>	The School ____ PPOE Program ____ Both ____ No Response ____	Yes ____ 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 ____ Both <u>X</u> 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 ____ Both <u>X</u> 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 <u>X</u> Both ____ 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 <input checked="" type="checkbox"/>	The School PPOE Program <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/>
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	No <input type="checkbox"/> No Response <input type="checkbox"/>	Both <input type="checkbox"/> No Response <input 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."

Centare
Lopez ✓

Affirmative Action Worksheet - Data Summary 2024

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 <u>X</u> No _____ No Response _____	The School _____ PPOE Program <u>X</u> Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <u>X</u> No _____ No Response _____	The School _____ PPOE Program <u>X</u> Both _____ No Response _____	Yes <u>X</u> No _____ 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 _____ Both <u>X</u> 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 <u>X</u> No _____ No Response _____	The School PPOE Program _____ Both <u>X</u> No Response _____	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 <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 <u>X</u> Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes <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 <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 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 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 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 <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"/>
	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 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 <u>X</u> No _____ No Response _____	The School PPOE Program <u>X</u> Both _____ 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 _____ No Response _____	The School PPOE Program <u>X</u> Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
11. Other Efforts	Was additional information attached? Yes _____ 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 2024

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 <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. 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 type="checkbox"/> No <input type="checkbox"/> No Response <input checked="" 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 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 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"/> 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. Recruit at high schools in 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"/>

*According to 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 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 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 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 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"/>
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 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 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 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 PPOE Program <input checked="" type="checkbox"/> <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 ____	Both ____ No Response ____	No Response ____
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes <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 <u>X</u> Both ____ 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 <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes ____ No ____ No Response <u>X</u>	The School ____ PPOE Program ____ Both ____ No Response <u>X</u>	Yes ____ No ____ No Response <u>X</u>
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes ____ No ____ No Response <u>X</u>	The School ____ PPOE Program ____ Both ____ No Response <u>X</u>	Yes ____ No ____ No Response <u>X</u>

*According to *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 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. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	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"/>
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 2024

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"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> X PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> X 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"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> X PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	
	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> X No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> X PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	
2. Faculty	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> X No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> X No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> X 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"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> X No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> X No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> X 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 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 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 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 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"/>
	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 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				
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 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.	X 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. Use recruitment ads and publications that show a diverse student population	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	The School PPOE Program <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	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 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 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 PPOE Program 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 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 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	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	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 <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"/> 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."

MN W3STV

Affirmative Action Worksheet - Data Summary 2024

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 <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. 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 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 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 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 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 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 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 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 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 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 PPOE Program <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 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 <input checked="" type="checkbox"/>	The School PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input checked="" type="checkbox"/>	No <input type="checkbox"/>
		No Response <input 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"/>	The School PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input checked="" type="checkbox"/>	No <input type="checkbox"/>
		No Response <input type="checkbox"/>	No Response <input type="checkbox"/>	No Response <input type="checkbox"/>
11. Other Efforts	Was additional information attached?			
	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."

W: NANA ✓

Affirmative Action Worksheet - Data Summary 2024

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 <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> ____ No _____ 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 _____ Both <u>X</u> 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 <u>X</u> PPOE Program _____ Both _____ 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 <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"/>
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 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 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 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"/>
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 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 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 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 PPOE Program <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 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 type="checkbox"/> No Response <input checked="" 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 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 <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ 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 _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
11. Other Efforts	Was additional information attached? 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."

ALEX ✓

Affirmative Action Worksheet - Data Summary 2024

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

	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 PPOE Program <input type="checkbox"/> <u>Both</u> <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 PPOE Program <input type="checkbox"/> <u>Both</u> <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 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 PPOE Program <input type="checkbox"/> <u>Both</u> <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 PPOE Program <input type="checkbox"/> <u>Both</u> <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 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 PPOE Program <input checked="" type="checkbox"/> <u>Both</u> <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 PPOE Program <input checked="" type="checkbox"/> <u>Both</u> <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	Both	No Response
			No Response	
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes <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"/>
	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 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	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 ☐

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 ☐

Was additional information attached?

11. Other Efforts

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."

Affirmative Action Worksheet - Data Summary 2024

FDLTCC ✓
Mike 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"/> 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. 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 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"/>
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 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 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"/>
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 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"/>
	B. Recruit at high schools in 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 checked="" type="checkbox"/> No Response <input 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."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes <input checked="" type="checkbox"/> No <input checked="" 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 checked="" 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 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 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"/>
	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 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 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 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 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 PPOE Program <input checked="" type="checkbox"/> <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 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 checked="" 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"/>
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 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"/>
	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 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 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"/>

*According to *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 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"/>									
	No <input checked="" type="checkbox"/>									

MTJ 09/16/2024

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

RCTC ✓

Affirmative Action Worksheet - Data Summary 2024

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 <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ 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 <u>X</u> PPOE Program _____ Both _____ 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 _____ Both <u>X</u> 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 <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 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 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 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"/>	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"/> 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 2024

Century College
Missing 3C, 9B ✓

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 <u>X</u> No _____ No Response _____	The School PPOE Program _____ Both <u>X</u> No Response _____	Yes <u>X</u> No _____ No Response _____
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <u>X</u> No _____ No Response _____	The School PPOE Program _____ Both <u>X</u> No Response _____	Yes <u>X</u> No _____ 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 _____ Both <u>X</u> 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 <u>X</u> Both _____ 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 _____ 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 <u>X</u> 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 _____ No <u>X</u> 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 ____ 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 ____ Both <u>X</u> 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>	The School PPOE Program ____ Both <u>X</u> 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 <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 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 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 2024

Northland ✓

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 <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 checked="" 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 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 type="checkbox"/> No <input type="checkbox"/> No Response <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"/> 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"/>
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 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"/> 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 PPOE Program 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 PPOE Program 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 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 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"/>
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 PPOE Program 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 type="checkbox"/> No Response <input checked="" type="checkbox"/>	The School PPOE Program 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 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 PPOE Program <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 type="checkbox"/> No <input type="checkbox"/> No Response <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"/>
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 type="checkbox"/> No Response <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"/>
	D. Offer developmental courses and academic support services to help minority students and women transition into college	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"/>
	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"/>

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

10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes _____ No _____ No Response <u>x</u>	The School PPOE Program _____ Both _____ No Response <u>x</u>	Yes _____ No _____ No Response <u>x</u>
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes _____ No _____ No Response <u>x</u>	The School PPOE Program _____ Both _____ No Response <u>x</u>	Yes _____ No _____ No Response <u>x</u>
11. Other Efforts	Was additional information attached? Yes _____ 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 2024

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"/> 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. 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 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 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"/> 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 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 <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"/>
			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"/> - 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 2024



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"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> X PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> X 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"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> X PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>
2. Faculty	A. Recruit diverse faculty	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> X No Response <input type="checkbox"/>	Yes <input type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Provide diversity training for faculty	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> X PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input type="checkbox"/> X 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"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input checked="" type="checkbox"/> X PPOE Program <input type="checkbox"/> Both <input type="checkbox"/> No Response <input type="checkbox"/>	Yes <input type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>
	B. Recruit at high schools in Minnesota	Yes <input checked="" type="checkbox"/> X No <input type="checkbox"/> No Response <input type="checkbox"/>	The School <input type="checkbox"/> PPOE Program <input type="checkbox"/> Both <input checked="" type="checkbox"/> X No Response <input type="checkbox"/>	Yes <input type="checkbox"/> X 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."

INVER HILLS COMMUNITY COLLEGE

	C. Recruit students at high schools and fairs 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 type="checkbox"/> No Response <input checked="" 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 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 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."

INVER HILLS COMMUNITY COLLEGE

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

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

INVER HILLS COMMUNITY COLLEGE

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 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"/>
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."

RASMUSSEN - Affirmative Action Worksheet - Data Summary 2024

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 <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. 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 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 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"/> 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 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"/>

*According to *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 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 checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" 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 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 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"/>
	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 PPOE Program <input checked="" 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 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 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 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 PPOE Program <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 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"/>
	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 checked="" 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 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 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 checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" 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."

Leech Lake Tribal - Affirmative Action Worksheet - Data Summary 2024

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

PPOE Program: Leech Lake Tribal College

Coordinator Name: Frank Homer

*According to *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 2024

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 <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. 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 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 checked="" 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 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 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 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 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 ____	Both ____ No Response ____	No Response ____
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes <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 <u>x</u> Both ____ 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 <u>x</u> PPOE Program ____ Both ____ No Response ____	Yes <u>x</u> No ____ No Response ____
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <u>s</u> No ____ No Response ____	The School <u>x</u> PPOE Program ____ Both ____ No Response ____	Yes <u>x</u> No ____ No Response ____
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes ____ No <u>x</u> No Response ____	The School ____ PPOE Program ____ Both ____ No Response <u>x</u>	Yes ____ No ____ No Response <u>x</u>
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes ____ No <u>x</u> No Response ____	The School ____ PPOE Program ____ Both ____ No Response <u>x</u>	Yes ____ No <u>x</u> 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 <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 checked="" type="checkbox"/> Hamline University has partnered (established in 2021) with Saint Paul Police Department to offer a mentoring program for young women interested in a career in law enforcement. 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."

U of M - Crookston ✓
Affirmative Action Worksheet - Data Summary 2024

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 <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. 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 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 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"/> 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. Recruit at high schools in 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"/>

*According to *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 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"/>
			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"/>			
	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 2024 – 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 <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
2. Faculty	A. Recruit diverse faculty	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ No Response _____	Yes <u>X</u> No _____ No Response _____
	B. Provide diversity training for faculty	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ 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 _____ No _____ No Response _____	The School _____ PPOE Program _____ Both _____ No Response _____	Yes _____ No _____ No Response _____
	B. Recruit at high schools in Minnesota	Yes <u>X</u> No _____ No Response _____	The School <u>X</u> PPOE Program _____ Both _____ 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 <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"/>
	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 ____	Both ____ No Response ____	No Response ____
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes <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 <u>X</u> Both ____ 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 <u>X</u> Both ____ 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 <u>X</u> Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <u>X</u> No ____ No Response ____	The School <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes ____ No <u>X</u> No Response ____	The School ____ PPOE Program ____ Both ____ No Response ____	Yes ____ No <u>X</u> 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 <u>X</u> No Response ____	The School ____ PPOE Program ____ Both ____ No Response ____	Yes ____ No <u>X</u> 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"/>	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"/>
			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 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."

NORTHWESTERN - Affirmative Action Worksheet - Data Summary 2024

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 <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. 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 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. 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 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 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 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 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 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 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 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 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 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 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"/> 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."

Metro State - Affirmative Action Worksheet - Data Summary 2024



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 <u>XX</u> No _____ No Response _____	The School _____ PPOE Program _____ Both <u>XX</u> No Response _____	Yes <u>XX</u> No _____ No Response _____
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes <u>XX</u> No _____ No Response _____	The School _____ PPOE Program _____ Both <u>XX</u> No Response _____	Yes <u>XX</u> No _____ No Response _____
2. Faculty	A. Recruit diverse faculty	Yes <u>XX</u> No _____ No Response _____	The School _____ PPOE Program _____ Both <u>XX</u> No Response _____	Yes <u>XX</u> No _____ No Response _____
	B. Provide diversity training for faculty	Yes <u>XX</u> No _____ No Response _____	The School <u>XX</u> PPOE Program _____ Both _____ No Response _____	Yes <u>XX</u> No _____ No Response _____
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <u>XX</u> No _____ No Response _____	The School _____ PPOE Program _____ Both <u>XX</u> No Response _____	Yes <u>XX</u> No _____ No Response _____
	B. Recruit at high schools in Minnesota	Yes <u>XX</u> No _____ No Response _____	The School _____ PPOE Program _____ Both <u>XX</u> No Response _____	Yes <u>XX</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>XX</u> No Response _____	The School PPOE Program _____ Both _____ No Response _____	Yes _____ No <u>XX</u> No Response _____
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	Yes <u>XX</u> No _____ No Response _____	The School PPOE Program <u>XX</u> Both _____ No Response _____	Yes <u>XX</u> No _____ No Response _____
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes <u>XX</u> No _____ No Response _____	The School PPOE Program _____ Both <u>XX</u> No Response _____	Yes <u>XX</u> No _____ No Response _____
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes <u>XX</u> No _____ No Response _____	The School PPOE Program <u>XX</u> Both _____ No Response _____	Yes <u>XX</u> No _____ No Response _____
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes XX No _____ No Response _____	The School PPOE Program _____ Both <u>XX</u> No Response _____	Yes <u>XX</u> No _____ No Response _____
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes XX No _____ No Response _____	The School PPOE Program _____ Both <u>XX</u> No Response _____	Yes XX 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>XX</u> No _____ No Response _____	The School PPOE Program _____ Both <u>XX</u> No Response _____	Yes <u>XX</u> No _____ No Response _____
	B. Use recruitment ads and publications that show a diverse student population	Yes <u>XX</u> No _____	The School PPOE Program _____	Yes <u>XX</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 <u> </u>	Both <u>XX</u> No Response <u> </u>	No Response <u> </u>
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes <u>XX</u> No <u> </u> No Response <u> </u>	The School <u> </u> PPOE Program <u> </u> Both <u>XX</u> No Response <u> </u>	Yes <u>XX</u> No <u> </u> No Response <u> </u>
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes <u>XX</u> No <u> </u> No Response <u> </u>	The School <u> </u> PPOE Program <u>XX</u> Both <u> </u> No Response <u> </u>	Yes <u>XX</u> No <u> </u> No Response <u> </u>
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes <u>XX</u> No <u> </u> No Response <u> </u>	The School <u> </u> PPOE Program <u>XX</u> Both <u> </u> No Response <u> </u>	Yes <u>XX</u> No <u> </u> No Response <u> </u>
	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>XX</u> No <u> </u> No Response <u> </u>	The School <u>XX</u> PPOE Program <u> </u> Both <u> </u> No Response <u> </u>	Yes <u>XX</u> No <u> </u> No Response <u> </u>
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <u>XX</u> No <u> </u> No Response <u> </u>	The School <u> </u> PPOE Program <u> </u> Both <u>XX</u> No Response <u> </u>	Yes <u>XX</u> No <u> </u> No Response <u> </u>
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <u> </u> No <u> </u> No Response <u>XX</u>	The School <u> </u> PPOE Program <u> </u> Both <u> </u> No Response <u>XX</u>	Yes <u> </u> No <u> </u> No Response <u>XX</u>
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes <u> </u> No <u>XX</u> No Response <u> </u>	The School <u> </u> PPOE Program <u> </u> Both <u> </u> No Response <u>XX</u>	Yes <u> </u> No <u> </u> No Response <u>XX</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."

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>XX</u> No _____ No Response _____	The School PPOE Program _____ Both <u>XX</u> No Response _____	Yes <u>XX</u> No _____ No Response _____
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes <u>XX</u> No _____ No Response _____	The School PPOE Program _____ Both <u>XX</u> No Response _____	Yes <u>XX</u> No _____ No Response _____
11. Other Efforts	Was additional information attached? Yes <u>XX</u> Please see: https://www.metrostate.edu/about/diversity 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."

RIVERLAND ✓

Affirmative Action Worksheet - Data Summary 2024

PPOE Program: University of ~~St. Thomas~~ ^{Per Rob} 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"/> 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. 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 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 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"/> 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 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 ____	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 <u>x</u> PPOE Program ____ Both ____ No Response ____	Yes <u>x</u> No ____ No Response ____
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes <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 <u>x</u> Both ____ 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 <u>x</u> Both ____ No Response ____	Yes <u>x</u> No ____ No Response ____
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <u>x</u> No ____ No Response ____	The School <u>x</u> PPOE Program ____ Both ____ No Response ____	Yes <u>x</u> No ____ No Response ____
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes ____ No <u>x</u> No Response ____	The School ____ PPOE Program ____ Both ____ No Response ____	Yes ____ No ____ No Response ____
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes ____ No <u>x</u> 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."

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"/>
			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"/> - I 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 2024

University of St. Thomas, Coordinator Name: Tanya Gladney Date: 9/11/24

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 <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. 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 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 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"/> 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 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 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 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 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 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 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 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 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"/> 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."

		No Response ____	Both No Response <u>X</u>	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 <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes <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 <u>X</u> Both ____ 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 <u>X</u> Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <u>X</u> No ____ No Response ____	The School <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <u>X</u> No ____ No Response ____	The School <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes ____ No <u>X</u> 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."

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"/>
			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 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."

MANKATO - Affirmative Action Worksheet - Data Summary 2024

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 <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. 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 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 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 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 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 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 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"/>
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 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 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 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 PPOE Program <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 ____	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 <u>X</u> 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 <u>X</u> Both ____ 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 <u>X</u> PPOE Program ____ Both ____ No Response ____	Yes <u>X</u> No ____ No Response ____
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <u>X</u> ____ No ____ No Response ____	The School PPOE Program ____ Both <u>X</u> 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 <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"/>
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes <input checked="" type="checkbox"/>	The School PPOE Program <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>
		No <input type="checkbox"/>	Both <input checked="" type="checkbox"/>	No <input type="checkbox"/>
		No Response <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."