IRMATIVE 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			
CULTY						
A. Recruit diverse faculty						
Was this strategy applied during the past year? (Yes, No, No Response)	26		2			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)	26		2			
B. Provide diversity training for faculty						
Was this strategy applied during the past year? (Yes, No, No Response)	28		1	T	1	T
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	13	2	<u>+ ''</u>
TREACH	20			I		, <u>I</u>
	-					
A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	26	1		1	1	1
Was this strategy applied during the past year? (Yes, No, No Response)	26	1	1		-	+ 10
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			r	r	1	
Was this strategy applied during the past year? (Yes, No, No Response)	27	1				<u> </u>
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			
VELOPING 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 universites 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			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	I		T
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)	<u> </u>		6		15	7
best was also subject at the test of (control, if of the next school year? (Yes, No, No Response)	21	3	4		<u> </u>	+
/ERSITY EVENTS		5		I	I	4
A. Provide celebrations, speakers, or other events that promote diversity				1	1	1
Was this strategy applied during the past year? (Yes, No, No Response)	27	1	<u> </u>	<u> </u>		+
If yes, was this strategy applied at the level of? (School, PPOE Program, Both, No Response)	27		1	8		19
Does this school or PPOE program plan to apply this strategy in the next school year? (Yes, No, No Response)			1 1	1		

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			
2. DISTRIBUTION OF INFORMATION						
A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women		-	1		1	1
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		-	
B. ON-CAMPUS SUPPORT						
A. Provide a supportive campus environment for minority students and women through special services, clubs, and/ or orientatio	n					
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			
D. 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 crimina justice and public safety	al					
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 academc support services to help minority students and women transition into college						
Was this strategy applied during the past year? (Yes, No, No Response)	26	T	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				

				AFFI	RMATIVE	ACTION	WORKS	HEET - D	ATA SUI	MMARY 2	2024						AFFIRMATIVE ACTION WORKSHEET - DATA SUMMARY 2024											
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1. AFFIRMATIVE ACTION DESIGNATED STAFF A.Employ antimotive action coordinate (La Minority Affairs Coordinator, Multicultural Director) Was this strategy applied during the past year? (Yes, No. No. Response) If yes, was this strategy applied at the well of (Schol. POCE Organs, Boht, No Response) Dee this school or PPOCE program plant to apply this strategy in the rest action year? (Yes, No. No. Response) B. How Does this school or PPOCE program plant to apply this strategy in the rest action year? (Yes, No. No. Response) B. How Does this school or PPOCE program the loc. Diversity Takforce, Robit Tolerance and Declimation Community, Robitory Community, Robitory Community, Robitory Community, Robitory Community, Robitory Community, Robitory, Robit Tolerance, and Declimation Community, Robitory, Robit Tolerance, Robit Tolerance, Community, Robitory, Robit Tolerance, Robit Tolerance, Community, Robitory, Robit Tolerance, Robit Tolerance, Robit Tolerance, Community, Robitory, Robit Tolerance, Robit Toler	Y Y B S Y Y	Y P Y	Y Y B S Y Y	Y Y P S Y Y	Y B Y	Y N S NR Y N	Y Y B N Y N	N R NR R N	Y Y S S Y Y	Y S Y	Y Y B S Y N	Y Y S S Y Y	Y S Y	Y Y S S Y NR	Y I S I Y I	N Y NR S NR Y	Y Y B S Y Y	Y S Y	25 22	3 4 3 3	16	2 6						
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Cose this school or PPOE program jan to apply this stategy in the next school year? (Yes, No, No Response) 4. Device.OHM CARAITERCHING: 4. Forms and ArAITERCHING: Wate this stategy applied during the past year? (Yes, No, No Response) Wate this stategy applied during the past year? (Yes, No, No Response) Every was the stategy applied at the wear (School, PPOE Degram, Both, No Response) Does this school or PPOE program jana to apply this stategy in the next school year? (Yes, No, No Response) Does this school or PPOE program jana to apply this stategy in the next school year? (Yes, No, No Response) Does this school or PPOE program jana to apply this stategy in the next school year? (Yes, No, No Response) B. Form partnerships with colleges and universalite tat have a high population of minority students and or wereen	Y Y B B Y Y	Y P Y	Y Y B B Y Y	Y Y P P Y Y	Y B Y	NK N Y Y B P Y Y	Y N B P Y N	Y B R Y	Y Y P P Y Y	Y P Y	Y Y P B Y Y	Y Y B B Y Y	Y P Y	Y Y P B Y Y	Y Y B Y Y	r Y A P Y Y	Y Y B P Y Y	Y B Y Y	20 28 27	D 3		13 15						
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C OVERSIGNT VEVR13 A. Phonde with a strategy and during the spatial versative diversity with the line strategy applied at the level of (School, PPOC Program, Boh, No Response) If yes, was this strategy applied at the level of (School, PPOC Program, Boh, No Response) and the line strategy applied at the level of (School, PPOC Program, Boh, No Response)	Y Y Y Y B B Y Y	Y B Y	Y Y B S Y Y	Y Y S B Y Y	Y B Y	Y Y B B Y Y	Y N Y Y B B Y N	R Y NR R Y	Y Y B B Y Y	Y S Y	Y Y B B Y Y	N N Y Y S S Y Y	Y S Y	Y NR Y Y B B Y Y	Y Y S E Y Y	Y Y 3 S Y Y	Y Y B B Y Y	Y B Y	21 27 27	3 4 1 1 1	8	19						
K. Die Still # ACUMUND Bentis and exeme through mediotrikip programs. A Deporting that this strategy applied and may the strategy applied of the level of (School, PPOC Frogram, Boh, No Response) If yes, was this strategy applied at the level of (School, PPOC Frogram, Boh, No Response) Does this school are programs and the apply this strategy in the racks brid year? (Yes, No, No Response) A Distribution of HorioMANTION A Distribution formation on the school, mentorship programs and/or scholarship opportunities to minority students and	Y Y P S Y Y	Y S Y	Y Y B S Y Y	Y Y S P Y Y	Y B Y	Y Y B B Y Y	Y Y B B Y N	N S R Y	Y Y B B Y Y	Y B Y	Y NR P B Y Y	Y Y B S Y Y	Y B Y	Y Y S S Y Y	Y S Y Y	Y S S Y Y	Y Y B B Y Y	Y B Y	26 27	1 1	10	3 15						
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Does the school or PPOE program plan to apply this stategy in the next school yea? (ver. No. No. Response.) 6.01-CAM_025 UPPORT A. Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events. What his stategy applied during the angle work? (ver. No. No. Response.) What his stategy applied and the lives of / (chrock. PPOE Englam, Both, No. Response.) Does this school or PPOE concorms in the school versit? (ver. No. No. Response.) Does this school or PPOE concorms in the school versit? (ver. No. No. Response.)	Y Y B S Y Y	Y S Y	Y Y B B Y Y	Y Y B B Y Y	Y B Y	Y Y B B Y Y	Y N Y Y B B Y N	Y B 3 Y	Y Y B B Y Y	Y Y S Y	Y NR B B Y Y	Y Y S S Y Y	Y S Y	Y Y S B Y Y	Y Y	Y Y 3 S (Y	Y Y B S Y Y	Y B Y	27	1	10	18						
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Was this studiegy applied during the past year? (Per, No, No Response) If yee, was this studiegy applied at the text of (School, PPC) Forgam, Both, No Response) Does this actional or PPOE program plan to apply this studiegy in the net actional year? (Yee, No, No Response) F. Other use and provide post-accidance you accidance apply courses in high actional with High involviments of	Y Y B S Y Y	Y P Y	Y N B NR Y N	Y N P NR Y N	Y B Y	Y Y B S Y Y Y	NR N NR N NR N	R Y R B R Y	N Y NR B NR Y	Y B Y Y	Y Y B B Y Y	N Y NR B N Y	N NR NR	Y NR B NR Y NR	Y Y S S Y Y	Y N S NR Y N	Y Y B S Y Y	Y S Y	19 19 16	6 3 9 4 5	5	2 12						
We this strategy spelied during the past year? (Yes, No, No Response) If yes, was this strategy applied at the level (Schock, PPCC Program, Boh, No Response) Dees this school or PPCG program jan to apply this strategy in the rest school year? (Yes, No, No Response) IO. DVLR:LITERACHING EFFORT School grander and ethnicity in an attempt to track progress towards parity in higher education of minority students and women. We this strategy applied during the past year? (Yes, No, No Response)	Y N B NR Y NR	R NR R NR	Y N B NR Y N	B NR Y N	B Y Y	P B Y Y Y	NR N NR N	R NR R NR	NR B NR Y	P Y Y	B P Y Y	NR B N Y	NR NR	B NR Y NR	S I	IR NR I N	B NF Y NF	R NR R NR	14	14 5 9 1	1	3 10						
If yes, was this strategy applied at the level of (School, PPOE Program, Boh, No Response) Does this school or PPOE program pain to also apply this strategy in the activatory and (Yes, No, No Response) 8. Interview graduates to track student perceptions regarding the achievement of affirmative action goals We also its strategy applied at during the past year (Yes, No, No Response) If yes, was this strategy applied at the level of (School, PPOE Program, Boh, No Response) Does this school or PPOE program pain to apply this strategy in the activatory and the school year (Yes, No, No Response)	S B Y Y B S Y Y	P Y Y S Y	B S Y Y NR NR NR N	P B Y Y Y Y S P Y Y	B Y N NR Y	S B Y Y NR Y NR B NR Y	B B Y N B B Y N	B Y B R Y	B S Y Y B B Y Y	P Y N B N	B NR Y NR B NR Y NR	B S Y Y NR S N Y	S NR N NR NR	B S Y Y B S Y Y	Y Y	3 S Y Y N N NR NR N	B S Y Y Y N B NF Y N	S Y Y S S Y	25 17 17	9 2 10 5 6	11 6	3 13						
11. OTHER EFFORTS	N N	N	N Y	Y N	N	N N	Y N	N	N N	N	Y N	N N	N	N N	N	N N	Y N	Y	6	22								

Affirmative Action Worksheet - Data Summary 2024 (Ridgewater College)

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

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

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*According to 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	<u>X</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>X</u>
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes X No No Response	<u>X</u>	The School PPOE Program Both No Response	 X	Yes No No Response	<u>X</u>
	 B. Include the historical and contemporary issues of minorities and women in policing in courses 	Yes X No No Response	<u>×</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>×</u>
9. Courses,		Yes No X No Response	<u>X</u>	The School PPOE Program Both No Response	 X	Yes No No Response	<u>×</u>
Curriculum and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes X No No Response	<u> </u>	The School PPOE Program Both No Response	x 	Yes No No Response	x
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <u>X</u> No No Response	<u>۲</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>×</u>
	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	<u><</u>	The School PPOE Program Both No Response	 X	Yes No No Response	<u>×</u>

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

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

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

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C	2. Recruit students at high schools and fairs outside of Minnesota	Yes X No - No Response		The School PPOE Program Both No Response	x 	Yes 2 No 2 No Response 2	<u>{</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u><</u>	The School PPOE Program Both No Response		Yes No No Response	<u>×</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>x</u>	The School PPOE Program Both No Response	<u>×</u> 	Yes No No Response	<u>×</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>×</u>	The School PPOE Program Both No Response	 X	Yes No No Response	<u>×</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>×</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>×</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>×</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>×</u>
7. Distribution	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and womer	Yes No No Response	<u>×</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>×</u>
of information	 B. Use recruitment ads and publications that show a diverse student population 	Yes No	<u>×</u>	The School PPOE Program	<u>×</u>	Yes No	<u>×</u>

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

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		No Response	Both No Response	No Response
	minority students and women through special	Yes x No No Response	The School X PPOE Program Both No Response	Yes X No No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes X No No Response	The School PPOE Program ⊻ Both 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	Response No No No No Response	
	urriculum	Yes <u>x</u> No No Response	The School PPOE Program ⊻ Both No Response	Yes X No No Response
9. Courses, Curriculum and Resources		Yes <u>x</u> No No Response	The School x PPOE Program Both No Response	Yes ⊻ 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 x PPOE Program Both No Response	Yes <u>x</u> No <u> </u>
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women		The School PPOE Program Both No Response X	─ Yes ─ No X ─ No Response

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*According to 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	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>×</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>×</u>
Tracking Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes No No Response	<u>×</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>×</u>
11. Other Efforts	Was additional information attached? Yes No <u>x</u>						

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

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St. Cloud Affirmative Action Worksheet - Data Summary 2024 🗸

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

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

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

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

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

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

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Affirmative Action Worksheet - Data Summary 2024 MN North Vermitian

		Re	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
. Affirmative	 A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director) 	Yes No X No Response	The SchoolPPOE ProgramBothNo ResponseX	Yes No ∑ No Response
Action Designated Staff	 B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.) 	Yes <u>x</u> No No Response	The SchoolPPOE ProgramBothXNo Response	Yes X No — No Response
	A. Recruit diverse faculty	Yes X No No Response	The School	Yes X No No Response
2. Faculty	B. Provide diversity training for faculty	Yes <u>x</u> No No Response	The School PPOE Program Both X No Response	Yes ⊻ No No Response
-	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes X No No Response	The SchoolPPOE ProgramBothXNo Response	Yes x No No Response
3. Outreach	B. Recruit at high schools in Minnesota Minnesota Rules, 6700.0300, subpart 6, section C, "Minori	Yes X No	The School PPOE Program Both X	Yes X No No Response

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				No Response			
	C. Recruit students at high schools and fairs outside of Minnesota	Yes No <u>x</u> No Response		The School PPOE Program Both No Response	 X	Yes No No Response	<u>×</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes <u>x</u> No No Response		The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>×</u>
. Developing Partnerships	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	<u> </u>	The School PPOE Program Both No Response	<u>x</u>	Yes No No Response	<u>×</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes 2 No No Response	<u>×</u>	The School PPOE Program Both No Response	<u>×</u>	No No Response	<u>×</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No 2 No Response	<u>×</u>	The School PPOE Program Both No Response	<u> </u>	No	<u>×</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>×</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>×</u>
 Distribution of information 	 A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women. 		<u>×</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>×</u>

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

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

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

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

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

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Affirmative Action Worksheet - Data Summary 2024

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

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

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

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

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*According to 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	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>
Tracking Efforts	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> </u>
11. Other Efforts	Was additional information attached? Yes No X						

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Affirmative Action Worksheet - Data Summary 2024

	Affirmative Action Works Report			Plan
ffirmative	Strategy	Ke 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?
Action Area	 A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural 	Yes <u>x</u>	The School PPOE Program Both X	Yes X No No Response
. Affirmative	Director)	No Response	No Response The School PPOE Program	Yes <u>x</u> No
Action Designated Staff	 B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.) 	Yes <u>x</u> No No Response	Both X No Response	No Response
	A. Recruit diverse faculty	Yes X No No Response	The School PPOE Program Both X No Response	No No Response
2. Faculty	B. Provide diversity training for faculty	Yes <u>x</u> No No Response	The School PPOE Program Both X No Response	Yes X No No Response
	 A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO) 	Yes X No No Response	The School PPOE Program Both x No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes <u>X</u> No No Response	- Both X	
	Minnesota Rules, 6700.0300, subpart 6, section C, "Mino	prity student means a Black, h	Hispanic, Asian or Pacific Island	der, American Indian, or Alask

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

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]	No Response	Both <u>x</u> No Response	No Respo	nse
Provide a supportive campus environment for ninority students and women through special services, clubs, and/or orientation events	Yes <u>x</u> No No Response	PPOE Program Both x No Response	Yes No No Respo	<u>X</u> onse
A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes <u>x</u> No No Response	PPOE Program 2 Both No Response		<u>x</u> ponse
 B. Include the historical and contemporary issues of minorities and women in policing in courses 	Yes X No No Response	The School PPOE Program Both No Response	Yes x No No Res	<u>×</u> ponse
C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No X No Response	The School PPOE Program Both No Response	Yes Νο Νο Res <u>x</u>	<u>×</u> sponse
	Yes X No No Response	The School PPOE Program Both No Response		<u>×</u> esponse
E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes X No No Response	The School PPOE Program Both No Response	Yes No x No R	<u>×</u> esponse
schools with high enrollments of minority	No Response	The School PPOE Program Both No Response		<u>x</u> Response
	 Provide a supportive campus environment for ninority students and women through special ervices, clubs, and/or orientation events A. Review the curriculum to include diversity education in all parts of the law enforcement education B. Include the historical and contemporary issues of minorities and women in policing in courses C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety D. Offer developmental courses and academic support services to help minority students and women transition into college E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment F. Offer law enforcement related post-secondar educational opportunity courses in high schools with high enrollments of minority students and/or women 	ninority students and women through operation were the environment environment environment environment education in all parts of the law enforcement education No	No Response No Response rovide a supportive campus environment for ninority students and women through special ervices, clubs, and/or orientation events Yes X No — Both X No No Response — Both X A. Review the curriculum to include diversity education in all parts of the law enforcement education Yes X PPOE Program P B. Include the historical and contemporary issues of minorities and women in policing in courses Yes X PPOE Program Yes C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety Yes Mo X Both D. Offer developmental courses and academic support services to help minority students and women transition into college Yes X PPOE Program E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment Yes X PPOE Program F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority envidents and/or women Yes X PPOE Program No Response No Response No Response No Response	No Response Both Z rovide a supportive campus environment for ninority students and women through special ervices, clubs, and/or orientation events Yes X The School Yes No Response No Both X No Response A. Review the curriculum to include diversity education in all parts of the law enforcement education Yes X PPOE Program X No No minority students and women in policing in courses No mo Both X No Response No Response No Response No Response POE Program X No Response No No No S No Response No Response

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10. Diversity	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 No Response	<u>×</u>	Yes No No Response	<u>×</u>
Tracking Efforts	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes No <u>x</u> No Response	 The School PPOE Program Both No Response	<u> </u>	Yes No No Response	<u>×</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."

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Affirmative Action Worksheet - Data Summary 2024

		Report			
Affirmative	Strategy	Strategy applied during the past year?		Does this school or PPOE program plan to apply this strategy in the next school year?	
Action Area	 A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director) 	Yes X No No Response	The School X PPOE Program Both No Response	Yes X No No Response	
Action Designated Staff	 B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.) 	Yes X No No Response	The School PPOE Program Both X No Response	Yes <u>X</u> No No Response	
	A. Recruit diverse faculty	Yes X No No Response	The School PPOE Program Both X No Response	Yes X No No Response	
2. Faculty	B. Provide diversity training for faculty	Yes X No No Response	The SchoolXPPOE ProgramBothNo Response	Yes X No No Response	
	 A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO) 	Yes X No No Response	The SchoolPPOE ProgramBothXNo Response	1 65 -	
3. Outreach	B. Recruit at high schools in Minnesota Minnesota Rules, 6700.0300, subpart 6, section C, "Minori	Yes X No No Response	The School PPOE Program Both X No Response	No Response	

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	B. Use recruitment due entry in show a diverse student population show a diverse student population <i>Minnesota Rules</i> , 6700.0300, subpart 6, section C, "Minorit	y student means a F	Black, His	panic, Asian or Pacific Islande	er, American Indian, or Alaska
7. Distribution of informat	ion	Yes	<u>X</u>	The School X PPOE Program	No
	 A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and wome 	Yes en. No No Response		Both X No Response	No Response
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response		PPOE Program Both X No Response The School PPOE Program	$= \frac{1}{10000000000000000000000000000000000$
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>x</u> <u></u> <u>x</u>	PPOE Program Both No Response The School	No No No Response
Partnerships	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	X	The School PPOE Program Both No Response The School X	Yes X No No Response Yes X
4. Developing	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 X PPOE Program Both No Response	Yes X No No Response
	A. Form a partnership with one or more MN law enforcement agencies	Yes X No		The School PPOE Program X Both No Response	Yes <u>X</u> No <u> </u>
	outside of Minnesota	Yes X No No Response		PPOE Program Both No Response	No ——— No Response

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

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10. Diversity	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>
Tracking Efforts	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 X						

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

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Affirmative Action Worksheet - Data Summary 2024

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

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

*According to 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 No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes No No Response	<u>×</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>×</u>
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>×</u>
9. Courses, Curriculum and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>×</u>
	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>×</u>	Yes No No Response	x
	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> </u>	Yes No No Response	X

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^{*}According to 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	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>×</u>
Tracking Efforts	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>×</u> 	Yes No No Response	<u>X</u>
11. Other Efforts	Was additional information attached? Yes No X						

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

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Affirmative Action Worksheet - Data Summary 2024

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

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian native person."

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

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

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•		No Response	Both No Response	No Response
1	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes X No No Response	The School PPOE Program Both X No Response	Yes X No No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes X No No Response	The School PPOE Program Both X No Response	Yes X No No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes X No No Response	The School PPOE Program X Both No Response	Yes X No No Response
	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 SchoolPPOE ProgramBothXNo Response	Yes X No No Response
9. Courses, Curriculum and Resources	 D. Offer developmental courses and academic support services to help minority students and women transition into college 	Yes X No No Response	The School X PPOE Program Both No Response	Yes X No No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes No No Response <u>X</u>	The School PPOE Program Both No Response X	Yes No No Response X
	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 X	Yes No No Response X

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

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10. Diversity	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	X 	Yes No No Response	<u>X</u>
Tracking Efforts	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 X						

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

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	Affirmative Action Worksheet - Data Summary 2024 Report If yes, was this strategy If yes, was this strategy				
	Strategy	Strategy applied during the past		Does this school or PPOE program plan to apply this strategy in the next school year?	
ffirmative ction Area		year? X X	The School X	Yes <u>X</u> No	
	 A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural 	No	PPOE Program Both No Response	No Response	
Affirmative	Director)	No Response	The School X PPOE Program	Yes X No	
Action Designated Staff	 B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community 	Yes A No No Response	Both	No Response	
Discrimination Committee, etc.)	Discrimination Committee, etc.) Relations Committee, etc.)	Yes X	The School PPOE Program	- Yes <u>X</u> - No	
	A. Recruit diverse faculty	No Response	Both X No Response	No Response	
2. Faculty	B. Provide diversity training for faculty	Yes X No	PPOLITOB	No No Response	
	 A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO) 	Yes <u>X</u> No		Yes X No X No Response	
- Outmach	Minnesota	No Response Yes X	The School PPOE Program	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	
3. Outreach	B. Recruit at mg.	No — No Response —	Both No Response	,	
	o Minnesota Rules, 6700.0300, subpart 6, section C, "Min	nority student means a Black	, Hispanic, Asian or Pacific Isla		

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	C. Recruit students at high schools and fairs outside of Minnesota	Yes X No No Response	PPOE Program Both X No Response	No Response
	A. Form a partnership with one or more MN law enforcement agencies	Yes X No No Response	The School PPOE Program X Both No Response The School X	Yes Δ NoNo ResponseYes \underline{X}
Developing Partnerships	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	PPOE Program Both No Response The School	No Response Yes X
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes X No No Response	PPOE Program Both X No Response The School	No Response
5. Diversity Events	Provide celebrations, speakers, or other event that promote diversity	No Response	PPOE Program Both X No Response The School PPOE Program	- No Response
 Mentorshi Programs 		gn Yes <u>A</u> No — No Response	- Both X No Response The School	X Yes X
	 A. Distribute information on the school, mentorship programs and/or scholarshi opportunities to minority students and 		PPOE Program Both No Response	
7. Distribut of inform	to Minnesota Rules, 6700.0300, subpart 6, section C, "M			nder, American Indian, or Alask

		No Response	Both X No Response	No Response
On-Campus Support	Provide a supportive campus environment for ninority students and women through special services, clubs, and/or orientation events	Yes X No No Response	The SchoolPPOE ProgramBothXNo ResponseThe School	No No Response Yes X
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes X No — No Response —	PPOE Program Both X No Response	No — No Response
	 B. Include the historical and contemporary issues of minorities and women in policing in courses 	Yes X No — No Response	The School PPOE Program Both X No Response The School X	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	PPOE Program Both No Response The School	$\begin{array}{c ccc} Yes & \underline{\lambda} \\ No & & \\ No Response & \\ Yes & \underline{X} \\ \end{array}$
9. Courses, Curriculum and Resource	 D. Offer developmental courses and academic support services to help minority students ar women transition into college 	nd Yes X No — No Response —	PPOE Program Both X No Response	No Response
	E. Offer post-secondary educational opportuni courses in high schools with high minority enrollment	ity Yes No X No Response	The School PPOE Program Both No Response X	
	F. Offer law enforcement related post-second educational opportunity courses in high schools with high enrollments of minority students and/or women	No Response	- No Response	Yes No No No
*According to native person."	Minnesota Rules, 6700.0300, subpart 6, section C, "Mino	ority student means a Black,	Hispanic, Asian or Pacific Islan	nder, American matan, or ra

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

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	Re	port	Plan	
Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
Employ an affirmative action coordinator (i.e.	Yes X	The School PPOE Program	Yes <u>X</u> No	
A. Employ an array Minority Affairs Coordinator, Multicultural Director)	No No Response	Both X No Response	No Response	
 B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community D. Interaction Committee, etc.) 	Yes X No No Response	The School PPOE Program Both X No Response	Yes X No No Response	
A. Recruit diverse faculty	Yes X No No Response	The School PPOE Program Both X No Response	- Yes <u>X</u> - No No Response	
B. Provide diversity training for faculty	Yes <u>X</u> No No Response	The School PPOE Program Both X No Response	Yes <u>X</u> No No Response	
A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes X No No Response	The School PPOE Program X Both No Response	105	
B. Recruit at high schools in Minnesota	Yes X	The School	Yes X No No Response	
	 A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director) B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.) A. Recruit diverse faculty B. Provide diversity training for faculty A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO) 	Strategy Was this strategy applied during the past year? A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director) Yes X B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, community Relations Committee, etc.) Yes X A. Recruit diverse faculty Yes X No	Strategy Was this strategy applied during the past year? If yes, was this strategy applied at the level of: A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director) Yes X The School PPOE Program B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.) Yes X PPOE Program A. Recruit diverse faculty Yes X POE Program B. Provide diversity training for faculty Yes X POE Program B. Provide diversity training for faculty Yes X POE Program No No Both X No No Both X No Response No Response No Response A. Recruit diverse faculty Yes X POE Program No No Both X No Response No Response No Response A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO) Yes X POE Program No No Response No Response No Response	

	C. Recruit students at high schools and fairs outside of Minnesota	Yes X No No Response	The Scho PPOE Pr Both No Resp	ogram	X	Yes X No	
	A. Form a partnership with one or more MN law enforcement agencies	Yes X No No Response	The Sch PPOE P Both No Resp	rogram	<u>X</u>	Yes 2 No - No Response	<u>{</u>
4. Developing Partnerships	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 Sch PPOE F Both No Res	Program	<u> </u>	Yes No No Response	<u>X</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes X No No Response	The Sc PPOE Both No Res	Program	<u>X</u>	Yes No No Response	<u>×</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes X No – No Response	Both	chool Program esponse	<u> </u>	Yes No No Response	<u>×</u>
 Mentorship Programs 	Support minority students and women through mentorship programs	Yes 2 No . No Response	Both	chool Program esponse	<u>X</u>	Yes No No Response	<u>×</u>
7. Distribution	 A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and wome 	_	X PPOI Both	School E Program Response	X	Yes No No Response	
of information	 B. Use recruitment ads and publications that show a diverse student population 	Yes No	<u>а</u> рро	School E Program		Yes No American Indian, o	<u>×</u>

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

		No Response	Both No Response	<u>X</u>	No Response
	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes X No No Response	The School PPOE Program Both No Response	 x	Yes X No No Response
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes X No No Response	The School PPOE Program Both No Response	<u>X</u>	Yes X No No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes X No No Response	The School PPOE Program Both No Response	<u>X</u>	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 Both No Response	 X	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 PPOE Program Both No Response	<u>X</u>	Yes X No No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes X No No Response	The School PPOE Program Both No Response	<u>X</u>	Yes <u>X</u> No No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes X No No Response	The School PPOE Program Both No Response	<u>X</u>	Yes <u>X</u> No No Response

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

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10. Diversity	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes X No No Response	The SchoolPPOE ProgramBothXNo Response	Yes X No No Response
Tracking Efforts	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 X No Response	Yes X No No Response
11. Other Efforts	Was additional information attached? Yes <u>X</u> No			

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

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

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С	outside of Minnesota	Yes <u>2</u> No - No Response	<u>X</u>	The SchoolPPOE ProgramBothXNo Response	Yes X No No Response
A	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both X No Response	Yes X No No Response
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both X No Response	Yes X 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	<u>X</u>	The SchoolPPOE ProgramBothXNo Response	Yes X No No Response
 Mentorship Programs 	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u> 	The SchoolPPOE ProgramBothXNo Response	Yes X No No Response
	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women	Yes n. No No Respons	<u>X</u> 	The SchoolPPOE ProgramBothXNo Response	Yes X No No Response
7. Distribution of information	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The SchoolXPPOE ProgramX	Yes X No

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		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 SchoolPPOE ProgramBothXNo Response	Yes X No No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes X No No Response	The SchoolPPOE ProgramBothXNo Response	Yes X 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 X No No Response
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes X No No Response	The School X PPOE Program Both No Response	Yes <u>X</u> No No Response
Curriculum and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes X No No Response	The SchoolXPPOE ProgramBothNo 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 SchoolXPPOE ProgramBothNo 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 X No Response	The SchoolPPOE ProgramBothNo Response <i><i><i><i><i><i><i><i><i><i><i><i><i></i></i></i></i></i></i></i></i></i></i></i></i></i>	Yes No No Response

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

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

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ALEX V

		K Was this strategy	eport If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this
Affirmative Action Area	Strategy	applied during the past year?	appred at the total	strategy in the next school year?
. Affirmative	 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 PPOE Program Both No Response	Yes C. No C. No Response
Action Designated Staff	 B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.) 	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
	A. Recruit diverse faculty	Yes No No Response	The School PPOE Program Both No Response	Yes No No Response
2. Faculty	B. Provide diversity training for faculty	Yes No No Response	The School PPOE Program Both No Response	Yes 🖉 No — No Response —
	 A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO) 	Yes No No Response	The School PPOE Program Both No Response	Yes X No No Response
3. Outreach	B. Recruit at high schools in Minnesota Minnesota Rules, 6700.0300, subpart 6, section C, "Minorit	Yes No No Response	- PPOE Program	

native person."

3	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response	6	The School PPOE Program Both No Response	8	Yes No No Response	
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u></u>	The School PPOE Program Both No Response	X N	Yes No No Response	
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	No No Response	& 	The School PPOE Program Both No Response		Yes No No Response	\leq
	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	<u>~</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	4	The School PPOE Program Both No Response		Yes No No Response	<u>~</u>
 Mentorship Programs 	Support minority students and women through mentorship programs	Yes No No Response	<u>×</u>	The School PPOE Program Both No Response	<u> </u>	Yes No No Response	<u>~</u>
 Distribution of information 	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response	<u></u>	The School PPOE Program Both No Response	<u>~</u>	Yes No No Response	
	B. Use recruitment ads and publications that show a diverse student population	Yes No	\propto	The School PPOE Program	X	Yes No	<u> </u>

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

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

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

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

FDLTCC/ Mike Tusken

	Affirmative Action Work	Dat	port	Plan
ffirmative	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?
ction Area	i coordinator (i.e.	Yes /	The School PPOE Program	Yes No
	 A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director) 	No No Response	Both No Response	No Response
Affirmative Action	tion committee. (i.e.	Yes —	The School PPOE Program	Yes V
Designated Staff	Diversity Taskforce, Autore, Community	No No Response	Both /	No Response
	Relations Committee, etc.)	Yes V	The School V PPOE Program	Yes /
	A. Recruit diverse faculty	No No Response	Both V No Response	No Response
2. Faculty	B. Provide diversity training for faculty	Yes /	The School PPOE Program Both No Response	Yes V No — No Response
	t foirs in MN (i.e.	No Response	The School	Yes
	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes No No Response	Both No Response	No Response
3. Outreach	B. Recruit at high schools in Minnesota	Yes 🗸	The School – PPOE Program – Both	Yes No No Response
	Minnesota Rules, 6700.0300, subpart 6, section C, "Mino			der, American Indian, or Alaska

native person."

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	C. Recruit students at high schools and fairs outside of Minnesota	Yes No No Response		The School PPOE Program Both No Response	\geq	Yes No No Response	<u> </u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response		The School PPOE Program Both No Response	Ź	Yes No No Response	
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	/	The School PPOE Program Both No Response	/	Yes No No Response	
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>/</u>	The School PPOE Program Both No Response	Z	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	
 Distribution of information 	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes No No Response		The School PPOE Program Both No Response		Yes No No Response	
	B. Use recruitment ads and publications that show a diverse student population	Yes No		The School PPOE Program	/	Yes No	

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

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

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		R	eport	Plan Does this school or PPOE program plan to apply this strategy in the next school year?	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:		
1. Affirmative	 A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director) 	Yes X No No Response	The SchoolXPPOE ProgramBothNo Response	Yes X No No Response	
Action Designated Staff	 B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.) 	Yes X No No Response	The SchoolXPPOE ProgramBothNo Response	Yes X No No Response	
	A. Recruit diverse faculty	Yes X No No Response	The SchoolPPOE ProgramBothXNo Response	Yes <u>X</u> No No Response	
2. Faculty	B. Provide diversity training for faculty	Yes X No No Response	The SchoolXPPOE ProgramBothNo Response	Yes X No No Response	
	 A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO) 	Yes X No No Response	The SchoolPPOE ProgramBothXNo Response	Yes X No No Response	
3. Outreach	B. Recruit at high schools in Minnesota	Yes X No No Response	The School PPOE Program Both X No Response	Yes <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 2 No No Response	X	The School PPOE Program Both No Response	x	Yes No No Response	<u>×</u>
	A. Form a partnership with one or more MN law enforcement agencies	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
4. Developing Partnerships	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>X</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>×</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	X	Yes No No Response	<u>X</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response	<u>X</u>
7. Distribution	 A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women. 	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	
of information	B. Use recruitment ads and publications that show a diverse student population	Yes No	<u>X</u>	The School PPOE Program		Yes No	<u>X</u>

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*According to 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 No No Response	<u>×</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes No No Response	<u>×</u> 	The School PPOE Program Both No Response	 x	Yes No No Response	<u>×</u>
	 B. Include the historical and contemporary issues of minorities and women in policing in courses 	Yes No No Response	<u>X</u> 	The School PPOE Program Both No Response	<u> </u>	Yes No No Response	<u>X</u>
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No No Response	<u>×</u>	The School PPOE Program Both No Response	x	Yes No No Response	<u>×</u>
Curriculum and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	X	Yes No No Response	<u>X</u>
	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>

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^{*}According to 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	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>
Tracking Efforts	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> </u>	Yes No No Response	<u>X</u>
11. Other Efforts	Was additional information attached? Yes No						

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

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

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

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

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

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

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

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*According to 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 2 No Response	<u>x</u> N	o Response
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes No No Response <u>x</u>	The School PPOE Program Both No Response	<u> </u>	es <u>x</u> o o Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes <u>x</u> No <u>—</u> No Response <u>—</u>	The School PPOE Program Both No Response	X N	es <u>x</u> lo lo 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	× N	Yes <u>x</u> lo lo Response
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No No Response <u>x</u>	The School PPOE Program Both No Response	— N	Yes lo lo Response <u>x</u>
Curriculum and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes No No Response <u>x</u>	The School PPOE Program Both No Response	N	/es lo lo Response <u>x</u>
	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 No Response	<u> </u>	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 No Response	× N	Yes <u>x</u> No No Response

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10. Diversity Tracking	 A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women 	Yes No No Response <u>x</u>	The School PPOE Program Both No Response	Yes No No Response <u>x</u>
Efforts	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>			

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*According to 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

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

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

	C. Recruit students at high schools and fairs outside of Minnesota	Yes <u>x</u> No No Response	The School PPOE Program Both X No Response	Yes <u>x</u> No No Response
	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
 Developing Partnerships 	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 x Both 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 <u>x</u> Both 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 x 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 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 X 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

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

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10. Diversity Tracking	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals Yes The School Yes No X No No No No Was additional information attached? Yes Interview graduates to track student of affirmative action goals No No No Was additional information attached? Yes Interview graduates to track student of affirmation attached? No No No Was additional information attached? Yes Interview graduates to track attached? Interview graduates to track attached? No No Yes Interview graduates to track attached Some events could not be held. That applies to all schools. No			
Efforts	perceptions regarding the achievement of	No <u>x</u>	PPOE Program Both	
11. Other Efforts		D some events could not be	e held. That applies to all so	chools.

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

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Affirmative Action Worksheet - Data Summary 2024

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

*According to Minnesota Rules, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian native person."

INVER HILLS COMMUNITY COLLEGE

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

INVER HILLS COMMUNITY COLLEGE

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•		No Response _		Both No Response	X	No Response	
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes 2 No No Response	X	The School PPOE Program Both No Response	x	Yes No No Response	X
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes Z No No Response	x	The School PPOE Program Both No Response	x	Yes No No Response	X
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes No No Response	X	The School PPOE Program Both No Response	x	Yes No No Response	x
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No No Response	X	The School PPOE Program Both No Response	x	Yes No No Response	x
Curriculum and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes No No Response	X	The School PPOE Program Both No Response	X	Yes No No Response	x
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes No No Response	X	The School PPOE Program Both No Response	x	Yes No No Response	x
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes No No Response	x	The School PPOE Program Both No Response	x	Yes No No Response	x

INVER HILLS COMMUNITY COLLEGE

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10. Diversity	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	x 	The School PPOE Program Both No Response	x 	Yes No No Response	x
Tracking Efforts	 B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals 	Yes No No Response	 x	The School PPOE Program Both No Response	 	Yes No No Response	X
11. Other Efforts	Was additional information attached? Yes No X						

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RASMUSSEN - Affirmative Action Worksheet - Data Summary 2024

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

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

*According to 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>×</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 X No No Response	The School PPOE Program Both No Response	<u>×</u>	Yes X No No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes X No No Response	The School PPOE Program Both No Response	 X	Yes X No No Response
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes X No No Response	The School PPOE Program Both No Response	<u>×</u>	Yes X No No Response
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes X No No Response	The School PPOE Program Both No Response	 X	Yes X No No Response
Curriculum and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes X No No Response	The School PPOE Program Both No Response	<u>X</u>	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></u> <u>X</u>	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 X No Response	The School PPOE Program Both No Response	<u></u> <u>X</u>	Yes No X_ No Response

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

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10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes No No Response	<u>X</u>
Efforts	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> </u>	Yes No No Response	<u>X</u>
11. Other Efforts	Was additional information attached? Yes No X						

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

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Leech Lake Tribal - Affirmative Action Worksheet - Data Summary 2024

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

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

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*According to 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 PPOE Program Both No Response	x	Yes X No No Response
	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 No Response	 x	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	<u> </u>	Yes <u>X</u> No No Response
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes <u>X</u> No No Response	The School PPOE Program Both No Response	 x	Yes X No No Response
Curriculum and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes X No No Response	The School PPOE Program Both No Response	x	Yes <u>X</u> No <u> </u>
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes X No No Response	The School PPOE Program Both No Response	x	Yes <u>X</u> No No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes X No No Response	The School PPOE Program Both No Response	<u>×</u>	Yes <u>X</u> No <u> </u>

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10. Diversity	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>×</u>
Tracking Efforts	 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> </u>	Yes No No Response	<u>X</u>
11. Other Efforts	Was additional information attached? Yes No X						

PPOE Program: Leech Lake Tribal College

Coordinator Name: Frank Homer

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Affirmative Action Worksheet - Data Summary 2024

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

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

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

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		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 x No Response	Yes <u>x</u> No No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes <u>x</u> No No Response	The SchoolPPOE ProgramBothxNo 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 x Both No Response	Yes <u>x</u> No No Response
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes <u>x</u> No No Response	The School x PPOE Program Both No Response	Yes <u>x</u> No No Response
Curriculum and Resources	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 SchoolxPPOE ProgramBothNo Response	Yes x No No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes No x No Response	The School PPOE Program Both No Response	Yes No No Response <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	Yes No <u>x</u> No Response

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

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10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes x No No Response	The School PPOE Program Both X No Response	Yes <u>x</u> No No Response
Efforts	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 x Both No Response	Yes <u>x</u> No No Response
11. Other Efforts	Was additional information attached? Yes <u>x</u> Hamline University has partnered (establish women interested in a career in law enforcement. No	ed in 2021) with Saint Paul	Police Department to offer a 1	mentoring program for young

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Affirmative Action Worksheet - Data Summary 2024

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

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

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

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		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 x PPOE Program Both No Response	Yes <u>x</u> No No Response
	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes <u>x</u> No No Response	The School PPOE Program <u>x</u> Both No Response	Yes x 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
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes No <u>x</u> No Response	The School PPOE Program Both No Response	Yes No <u>x</u> No Response
Curriculum and Resources	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 x PPOE Program Both No Response	Yes x No No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes No <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

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

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

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

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

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

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*According to 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 SchoolPPOE ProgramBothXNo Response	Yes X No No Response
	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 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 SchoolPPOE ProgramXBothNo Response	Yes X No No Response
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes X No No Response	The SchoolPPOE ProgramBothNo Response	Yes <u>X</u> No No Response
Curriculum and Resources	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes X No No Response	The SchoolXPPOE ProgramBothNo Response	Yes X No No Response
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes No X No Response	The School PPOE Program Both No Response	Yes No X No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes No X No Response	The School PPOE Program Both No Response	Yes

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

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

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NORTHWESTERN - Affirmative Action Worksheet - Data Summary 2024

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

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

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

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

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

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		I	Report	Plan	
Affirmative Action Area	Strategy	Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	Does this school or PPOE program plan to apply this strategy in the next school year?	
 Affirmative Action Designated 	 A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director) 	Yes <u>XX</u> No <u> </u>	The School PPOE Program Both XX No Response	Yes <u>XX</u> No No Response	
Staff	 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 XX No Response	Yes <u>XX</u> No No Response	
2. Faculty	A. Recruit diverse faculty	Yes <u>XX</u> No No Response	The SchoolPPOE ProgramBothXXNo Response	Yes <u>XX</u> No No Response	
	B. Provide diversity training for faculty	Yes <u>XX</u> No No Response	The School XX 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 XX 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 XX No Response	Yes XX No No Response	

Metro State - Affirmative Action Worksheet - Data Summary 2024

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

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

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

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

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Affirmative Action Worksheet - Data Summary 2024 PPOE Program: University of St Thomas Coordinator Name: Tanya Gladney Date: 9/28/2-23

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

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

-		No Response	Both No Response	<u>×</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 PPOE Program Both No Response	<u>×</u>	Yes <u>x</u> No No Response
	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 No Response	<u></u>	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	<u>×</u>	Yes <u>x</u> No No Response
9. Courses,	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes x No No Response	The School PPOE Program Both No Response	<u>×</u>	Yes <u>x</u> No No Response
Curriculum and Resources	 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 No Response	<u>×</u>	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

10. Diversity Tracking	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes No No Response	<u>×</u>	The School PPOE Program Both No Response	<u>×</u>	Yes No No Response
Efforts	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		Yes No No Response
11. Other Efforts	Was additional information attached? Yes	D some events co	ould not be	held. That applies t	o all scho	ols.

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Affirmative Action Worksheet - Data Summary 2024 University of St. Thomas, Coordinator Name: Tanya Gladney Date: 9/11/24

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

	 C. Recruit students at high schools and outside of Minnesota A. Form a partnership with one or more enforcement agencies 		Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	<u>X</u>	Yes X No No Response
4. Developing Partnerships	B. Form partnerships with colleges and		No No Response		The School PPOE Program Both No Response	<u>X</u>	Yes X No No Response
	C. Form partnerships with law enforcement groups from outside of Minnesota		No Response		he School	<u>, </u>	Yes X No
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	N	No No Response es	PP Bo No The	POE Program X th Response	N N	Yes <u>X</u> lo <u> </u>
Mentorship Programs	Support minority students and women through mentorship programs	No	Response	Both No R The S	Response X School	- Υε - Νο - Νο	Х
Distribution	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.		Response	PPOE Both No Res The Sc	E Program X Sponse hool	Yes No No R	<u>X</u> esponse
B	Use recruitment ads and publications that	No Re	sponse	PPOE F Both	Program X	Yes No No Res	<u>X</u> Sponse
ding to <i>Minnesota</i> , person."	Rules, 6700.0300, subpart 6, section C, "Minority stud	No ent means	A Sa Black W	The Scho PPOE Pro	ogram	Yes No	<u>X</u>

	Provide a supportive campus environment for minority students and	No Response	Both X No Response	No Response
8. On-Campus Support	us minority students and women through special services, clubs, and/or orientation events	Yes X No No Response	The School X PPOE Program Both	 Yes <u>Χ</u> - Νο
	A. Review the curriculum to include diversity		No Response	No Response
	education in all parts of the law enforcemen education	nt Yes \underline{X} No	The School PPOE Program Both	Yes X No
	B. Include the historical and contemporary issue	No Response	No Response	No Response
	courses	Yes <u>X</u> No	The School PPOE Program X	Yes X
	C. Expand librory	No Response	Both No Response	No No Response
Courses, Curriculum	um	Yes X No No Response	The School PPOE Program \underline{X} Both	Yes <u>X</u> No
and Resources	D. Offer developmental courses and academic support services to hole		No Response	No Response
	support services to help minority students and women transition into college	No	PPOE Program	Yes \underline{X}
	E. Offer post-secondary educational opportunity	No Response	BothNo Response	No No Response
	courses in high schools with high minority enrollment	Yes X No	The School X PPOE Program	Yes <u>X</u>
ļ	F Offer law onferen	No Response	Both No Response	No No Response
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high and l	Yes	The School	
	schools with high enrollments of minority students and/or women	No <u>X</u> No Response	Both	Yes No
rding to Man	ota Rules. 6700.0300, subpart 6, section C, "Minority stude		No Response	No Response

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10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority at al.	Yes <u>X</u> No	1	The School PPOE Program	X	Yes	<u>X</u>
	minority students and women	No Response		Both		No	
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals]	No Response		No Response	
		Yes		The School			
		No X	F	POE Program		Yes	
		No Response		Both		No	
11. Other Efforts	Was additional information attached?	1	N	lo Response		No Response	
	Yes						
	No						

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MANKATO - Affirmative Action Worksheet - Data Summary 2024 🗸

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

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

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

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10. Diversity Tracking	 A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women 	Yes No No Response	<u>X</u>	The School PPOE Program Both No Response	X	Yes No No Response	<u>X</u>
Efforts	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> </u>	Yes No No Response	<u>X</u>
11. Other Efforts	Was additional information attached? Yes No X						
