



WTCS System-wide Equity Report

Inspire ♦ Innovate



Collaborate ♦ Transform

Overview



CHALLENGE



EFFECT



SOLUTION



VISION

Inspire ♦ Innovate

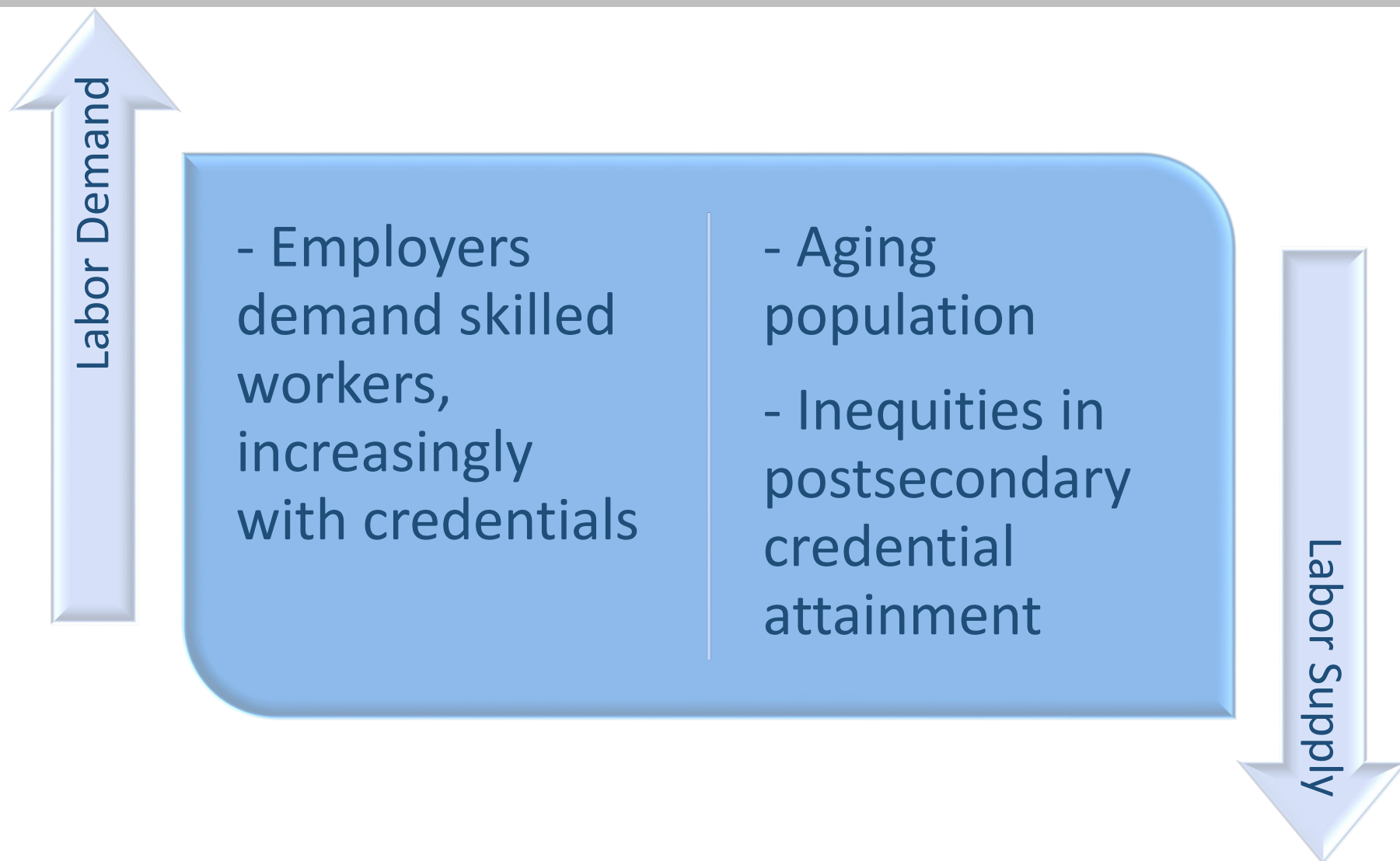


Collaborate ♦ Transform

Challenge: WTCS DEI Committee and the Report

- WTCS Diversity, Equity, Inclusion Committee History
- Function/mission of DEI
- Origin of WTCS System-wide Equity Report
- Starting a System-wide conversation

Challenge: Wisconsin Talent Pipeline



Challenge: Wisconsin Talent Pipeline

Employers are looking to tap into underused labor markets.

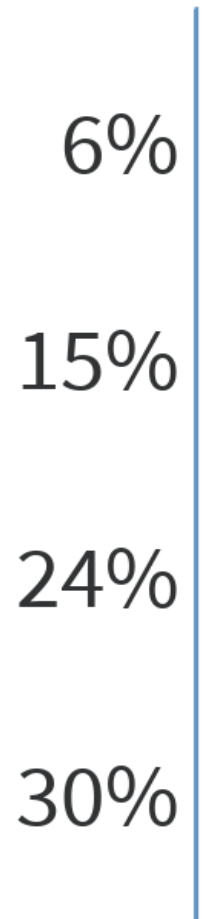
State agencies and organizations are trying to attract workers from surrounding states to relocate to Wisconsin.

Wisconsin's economy has lagged.

What percentage of Wisconsin residents live below the poverty line?

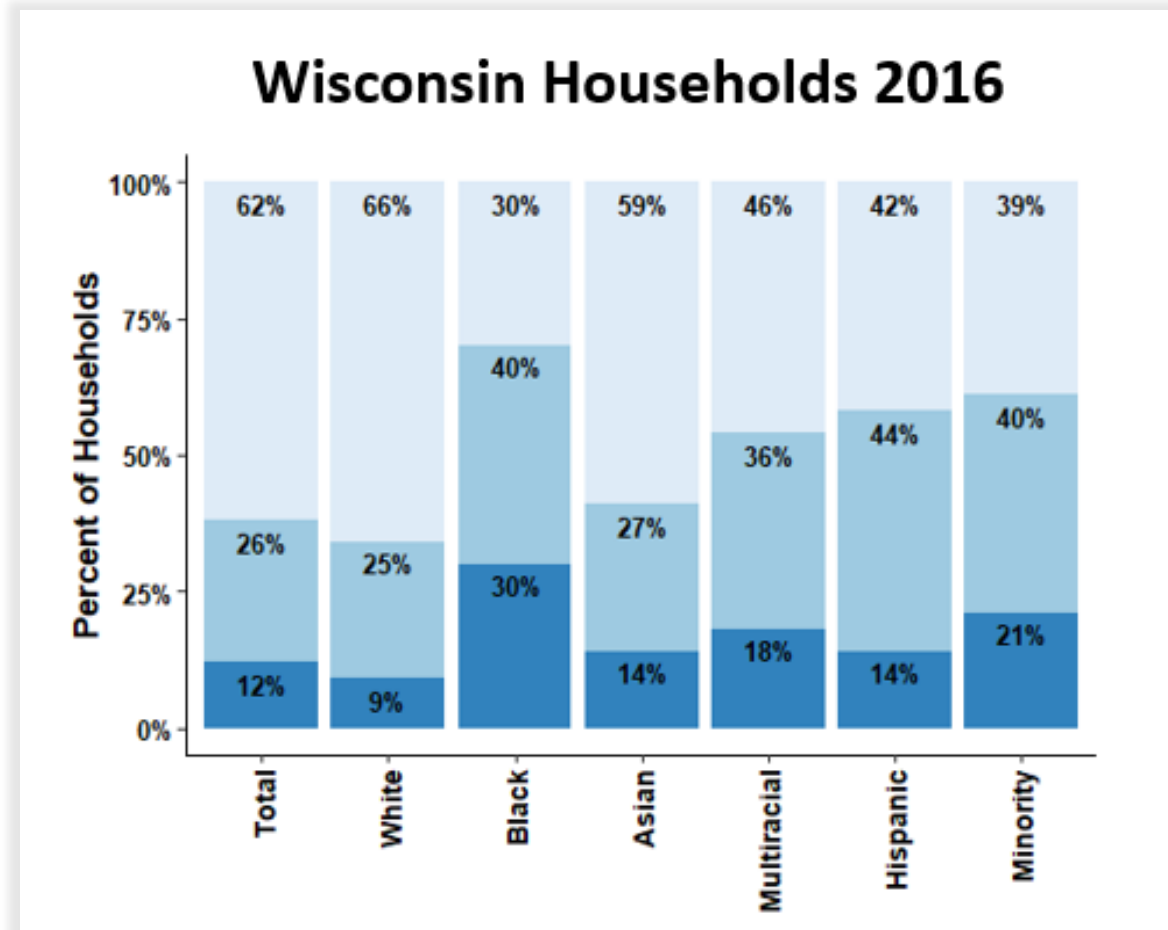


What percentage of Black Wisconsin residents live below the poverty line?



Challenge: Concerns within Wisconsin

- Minoritized populations experience an opportunity gap:
 - Lower median wages
 - Higher poverty rates
 - Lower college credential attainment
 - Race and poverty are strongly associated
- WI 47th in terms of postsecondary completion equity (Penn, 2018)




Asset Limited Income Constrained Employed (ALICE)
(Minority= average of all populations of color)

Effect: Concerns within WTCS

Minoritized students and staff members experience:

- Micro-aggressions, bias, isolation
- Disproportionate enrollment in lower wage programs
- Lower rates of program completion
- Fewer advocates, role models, and faculty with similar backgrounds
- Disproportionate employment in maintenance/service positions



In which area do WTCS colleges employ the least people of color?

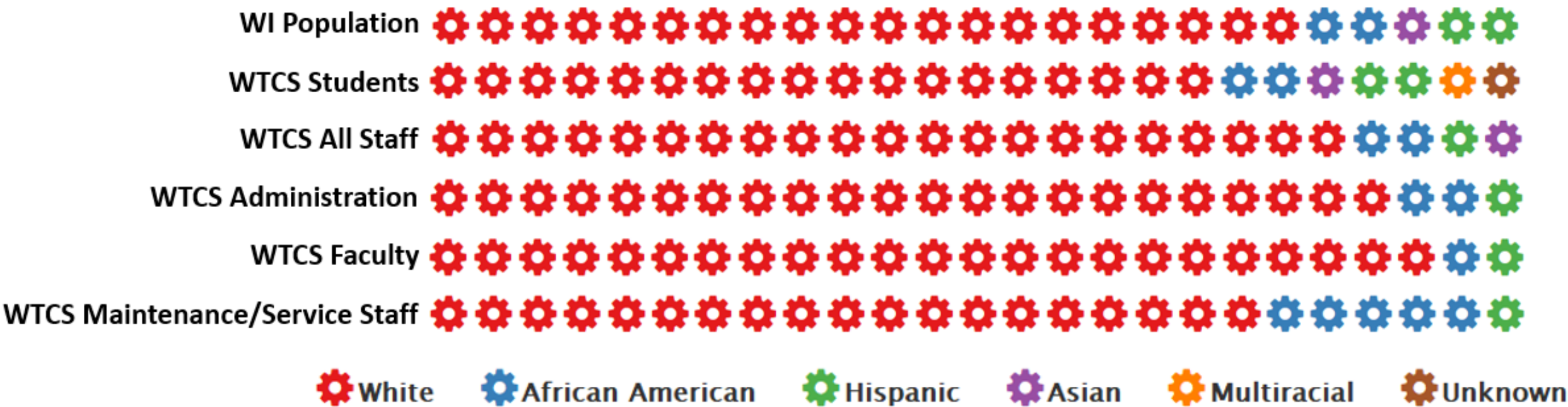
Faculty

Student
Services

Administration

Effect: Examples within the WTCS

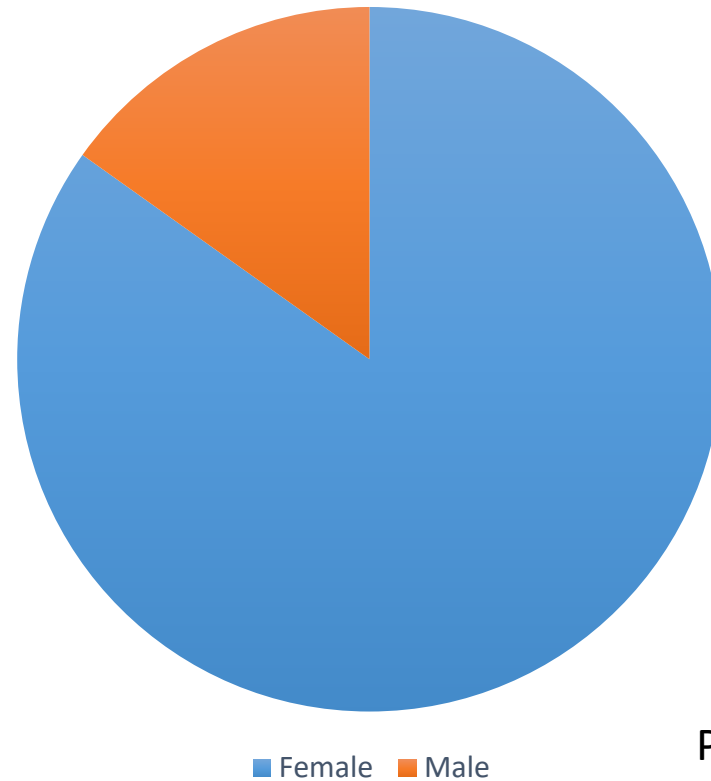
WI & WTCS Racial Diversity



Pg. 8 WTCS System-wide Equity Report

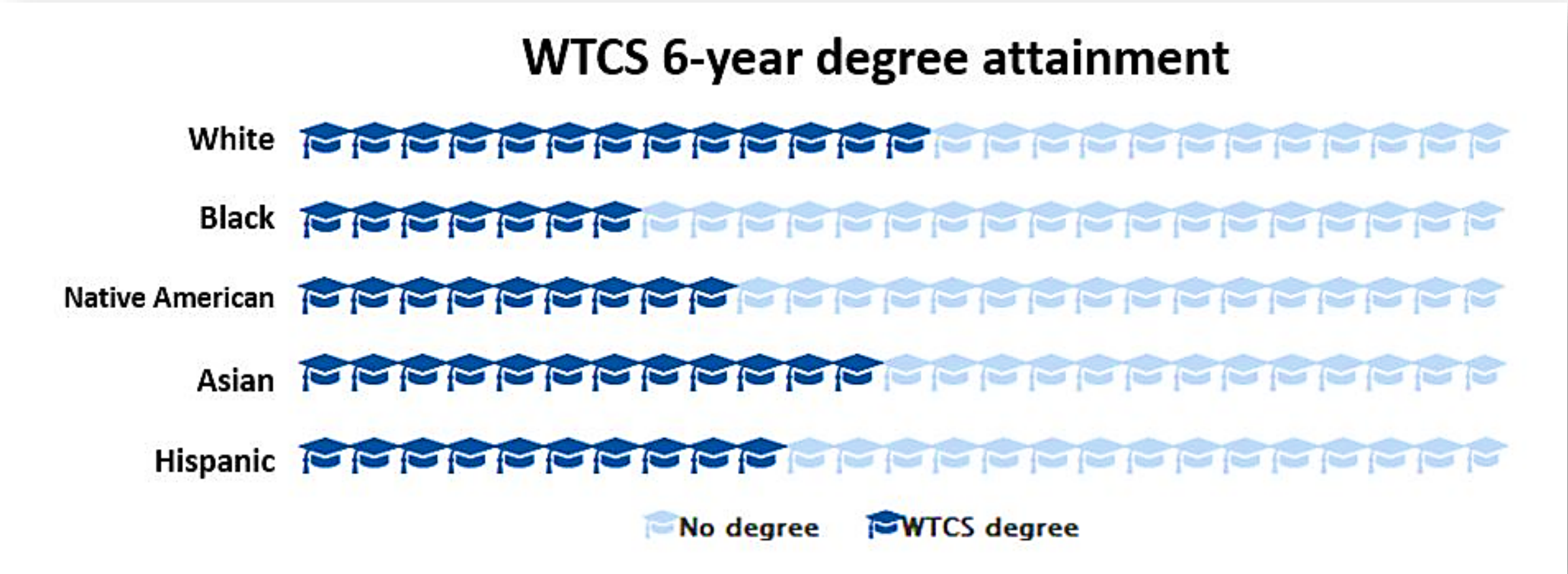
Effect: Examples within the WTCS

Enrollment in programs with median wage <\$26,000



Pg. 7 WTCS System-Wide Equity Report

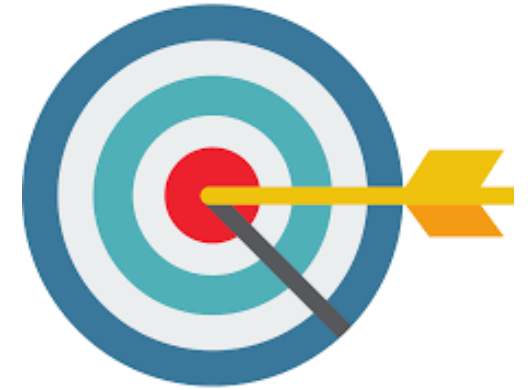
Effect: Examples within the WTCS



Pg. 4 WTCS System-Wide Equity Report

Solution: Goals

- Identify gaps in student and employee data
- Review and address missing data points
- Develop, sustain culture of equity and inclusion as a responsibility of each employee



Solution: Tools for Action

- Developing A Culture of Equity Tool
- Reflection questions for various divisions
- Resources



Solution:
Goals in
Action-

WTCS
Colleges

Data gaps in strategic plans

Professional development

Climate surveys

College communications

Diversity, equity, inclusion committees

Solution:
Goals in
Action-

WTCS
System
Office

All-Staff meetings

Pronouns

Recruitment, Retention, Culture

Capacity Building for Equity Grant

Series of events

Solution: WTCS DEI Focused Events

Date	Name	Audience
November 2019	60 Forward Convening: Instructional Equity	UW, WAICU, WTCS Faculty
January 2020	WISCORE (WTCS Conference on Race and Ethnicity)	WTCS Students, Faculty, Staff
March 2020	Working as One: Intersectionality in Student Support	WTCS Student Services Staff

Vision: WTCS System-wide Equity Goals at Work

- Students will achieve their goals and connect to workforce
- Employers, including colleges, attract and retain skilled employees
- Students and workers will want to relocate to Wisconsin
- Wisconsin's economy will flourish
- Our institutions and state will be leaders in education for ALL

A close-up, high-angle shot of several hands of different skin tones being stacked on top of each other in a circular formation. The hands are positioned in the center of the frame, with fingers pointing outwards. The background is dark and out of focus, showing parts of people's clothing like white shirts and a patterned shirt. The lighting is soft, highlighting the textures of the skin and the variety of the group.

What is your role?



What is one thing you can do to address this challenge?

Thank You

Brenda Powles

Human Resources Manager
Wisconsin Technical College System

Colleen Larsen

Education Director- Student Success
Wisconsin Technical College System

Access the report: <https://www.wtcsystem.edu/about-us/resources-publications>