It is my pleasure to share that we have hired Nicholas B. Taylor as our inaugural Director of Civil Rights and Affirmative Action. Nicholas comes to us as a practitioner-scholar focused on DEIA+, affirmative action laws, and transformative institutional change. Nicholas will head the Affirmative Action Office for both Northwest Technical College and Bemidji State University.

Our dedication to hiring the Director of Civil Rights and Affirmative Action is directly associated with the Equity 2030 goal as well as our Diversity, Equity, and Inclusion Strategic Plans for both institutions. We recognize that to close the educational equity gaps we must build intentional systems and cultural change, coordinate, innovate, and build capacity, and remain steadfast in our leadership and empowerment. Nicholas will be joining the Division of Diversity, Equity, and Inclusion team.

We are excited and feel very fortunate to have Nicholas with us. Our capacity to engage in this critical work is building. Nicholas is excited to meet and greet students, staff, and faculty. Feel free to schedule time with him (nicholas.taylor@bemidjistate.edu).

Registration for Trainings, click the star
It is imperative to engage our campus community with experiential learning opportunities, to understand, support, and advocate for the Asian, Asian American and Pacific Islander (AAPI) communities. Our dedication to elevating social and racial justice must be steadfast especially in the face of Anti-Asian hate. It takes everyone to enhance awareness, eliminate bias, provide support, and promote love and hope.

To recognize and celebrate Asian American and Pacific Islander History & Heritage, the Center for Diversity, Equity, and Inclusion is bringing the Tunnel of Oppression to Bemidji State. Our purpose is to inspire and challenge our community to critically think about and engage issues related to the oppression that the AAPI community has been and continue to experience.

**Affirmative Action Fridays**

What is Affirmative Action, and how do we evaluate our hiring goals? Come join for a relaxed chat on the work we do in the Center for Civil Rights – Affirmative Action Office to recruit and retain a diverse workforce!

**Event:** Affirmative Action Fridays  
**Date:** Every Friday  
**Time:** 12:00 PM – 1:00 PM  
**Where:** Join Zoom Meeting

https://minnstate.zoom.us/j/2028737040  
Meeting ID: 202 873 7040  
One tap mobile  
+13017158592,,2028737040# US (Washington DC)  
+13126266799,,2028737040# US (Chicago)
Asian American and Pacific Islander Faculty and Staff

To our AAPI employees, please remember that we offer an Employees of Color, Employee Resource Group (ERG). This is a place to build community among fellow BIPOC staff and faculty, as we navigate existing in spaces on and off campus.

Employees of Color ERG
Contact Dr. Li Zhou (Li.Zhou@bemidjistate.edu) for more information

Additionally, you may find support in our other intersecting Employee Resource Groups below.

Critical Read

Vice President Kamala Harris Swears In President's Advisory Commission on Asian Americans, Native Hawaiians and Pacific Islanders

2022-2024 Affirmative Action Plan

The 2022-2024 Affirmative Action Plan development process will soon begin in April, with new updates and training for employees in the Minnesota State system who oversee this important document. Once this is completed and important documents are released, the Director of Civil Rights & Affirmative Action, Nicholas Taylor, will begin the process of soliciting the campus-wide commitment and goals toward equal employment opportunity that we will pursue for the next two years. We will continue to build upon our efforts, review pertinent data, and develop a sound and transparent strategy. Please don’t hesitate to reach out to Nicholas Taylor with any personal needs or concerns regarding your personal, professional success at Bemidji State University and Northwest Technical College or creating a more inclusive workplace.
Employee Resource Groups

LGBTQIA2S+ Employee Resource Group
Sarah Cronin
sarah.cronin@bemidjistate.edu

Employees with Disabilities Employee Resource Group
Jenna Trisko
Jenna.Trisko@bemidjistate.edu

Parents of Young Children (NTC)
Patty Hartshorn
patty.hartshorn@ntcmn.edu

Veteran Employee Resource Group
Nicholas Taylor
Nicholas.Taylor@bemidjistate.edu

Parents of Young Children (BSU)
Ashleigh Haugen
Ashleigh.Haugen@bemidjistate.edu