

Addendum to 2019-20 Carl D. Perkins Career and Technical Education Act Reserve Fund

Capacity Building for Equity and Inclusion in Career and Technical Education

Grant funds in this category are to support colleges in taking action related to three goals laid out in the [WTCS System-wide Equity Report](#) (2018) and as well as increasing credential attainment specifically for underrepresented populations. Including:

- Identifying equity gaps in student and employee data
- Reviewing and addressing missing data points that are important for an accurate understanding of equity at the institution
- Institutionalizing a culture of equity and inclusion that is maintained by planning, resource allocation, and the expectation that equity and inclusion are the work of each employee at the college
- Supporting efforts outlined in college strategic/equity plans focused on greater institutional inclusion

All WTCS colleges have disparities in student outcomes identified by Perkins data reports. Colleges have different needs and opportunities in closing those gaps based on student population and need (Perkins V, ACTE Publication, page 133). As a result,

Funds will be allocated to all 16 colleges WTCS based on a state level analysis of:

- College needs in closing gaps in program completion across student groups (students with and without disabilities, students of color, students with and without an economic disadvantage) and,
- Increasing credential attainment (based on the postsecondary attainment rates of the WI counties within a college district).

Funds Available and Additional Limitations

1. \$576,049 will be made available for this grant.
2. Activities funded may not generate FTEs.
3. Funds may not be used for direct student services or instruction.
4. Professional learning and/or strategies identified must relate to the equity gaps identified through an analysis of your data.

Equity and Inclusion Deliverables

The measurable objectives expected of this grant would be reported in the following format:

1. Create a local equity report using the template and guidance provided along with a plan for sharing the information with your college community.
2. Share challenges and progress with regard to institutional equity and inclusion in at least one public forum such as district board meetings, advisory committees, System-Called Meetings, WTCS Student Success Summit, C3 Conference, Assessment Conference, Common Ground or other settings.

Equity and Inclusion Allowable Activities

Funds may be used for any one or more of the following allowable activities that support the measurable objectives. Select from the following those that best fit your college priorities and needs.

1. Analyze data relative to Perkins special populations and at-risk students as part of the Perkins V required college comprehensive needs assessment.
2. Develop a communication plan for sharing your institutional equity report with your college community.
3. Create/implement communication strategies for case-making with faculty and staff, trustees, advisory committees, secondary partners and employer groups regarding the importance of diversity and inclusion to support economic development and employment.
4. Provide professional learning for faculty, staff, administrators to address strategies to impact equity gaps.
5. Develop and deliver in-house training programs on equity and inclusion.
6. Implement Universal Design for Learning principles across programs and courses.
7. Identify and document ways your college will improve recruitment, retention and training of CTE teachers, faculty, specialized instructional support personnel, paraprofessional and career guidance and academic counselors including individuals in groups underrepresented in such professions.

WTCS Contact People

Colleen Larsen - colleen.larsen@wtcsystem.edu

Karen Showers - karen.showers@wtcsystem.edu

Hilary Barker - (for questions on formula or data) hilary.barker@wtcsystem.edu