

GATEWAY TECHNICAL COLLEGE

Affirmative Action Annual Compliance Report July 1, 2007 – June 30, 2008



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SECTION 1:

■ Revised Policy Statement

- No revisions

Policies can be viewed on the
Gateway Technical College Intranet



Section 2:

■ AA/EEO Information Dissemination Activities



DISSEMINATION OF EEO/AA INFORMATION

Distribution of the 2005-2010 Affirmative Action Plan - Completed

The EEO/AA Plan has been distributed to various entities including:

District Board members

Administrators and Supervisor Staff

District staff will receive the 2007 Annual Compliance Report

WTCS Affirmative Action Officers

Gateway bargaining leadership

Learning Resource Centers

Available on the Gateway intranet site

Wisconsin Technical College System Board Affirmative Action Officer

Supervisors are requested to use the EEO/AA Plan to monitor progress in employing and recruiting targeted groups to meet goals established by the District.

Dissemination of Policy Statement and Complaint Procedures - Completed

Students:

- **Included in various materials such as catalogs, timetables and/or student materials such as handbooks.**
- **Subject matter is publicized in district newsletters, newspapers, bulletins or other communication materials.**

- **Special articles or achievements in Equal Opportunity or Affirmative Action published in district or student publications.**
- **Statements included in recruitment materials.**
- **Statements included on program or student application forms and/or materials.**
- **Publication in a language other than English and including a statement that the lack of English skills will not be a barrier to admission and participation.**
- **Collaboration with community based organizations that serve college bound and/or prospective college age students.**
- **Participation in various community-based college fairs and college awareness events**

Employees:

- **Include the policy and procedure(s) in district employee policy manuals or handbooks.**
- **Post the policy and procedures(s) on bulletin boards or in work break areas.**
- **Communicate to prospective employees the existence of the program and provide information which will enable them to be aware of and avail themselves of its benefits.**

- **Include the phrase “An Equal Opportunity / Affirmative Action Employer” in all employment advertisements.**
- **Include notification of intent to accommodate disabilities in the employment process and provide for communication alternatives such as TDD numbers.**

Section 3:

- Employment Progress Summary
 - Annual Activities
 - Annual Staff Results



2005 - 2008
AFFIRMATIVE ACTION ACTIVITIES
EMPLOYMENT

- **Gateway hosted the annual Martin Luther King, Jr. program January 2006.**
- **Gateway hosted the annual Martin Luther King, Jr. program January 2007.**
- **Gateway hosted the annual Martin Luther King, Jr. program January 2008.**

- **Participation of the Tri-County Job Fair**

- **Participation of the Regional Professional Career Expo**

- **Participation of the Walworth County Job Fair**

- **Participation in the Hispanic Roundtable**

- **Participation in NAACP events**

On-going Activities:

- **Gateway staff represented on various Boards of Directors, including but not limited to the United Way, KAC, Workforce Development, Tri-County Workforce Development, RCEDC, KABA, Boys and Girls Club of Kenosha, Kenosha West Rotary, etc.**
- **Participation in the Kenosha Hispanic youth fair**
- **Support to the Mahone Foundation which supports at risk African American male youth**
- **Diversity in Gateway Good News**
- **Diversity representation in Gateway media**
- **Employment opportunities forwarded to a myriad of affirmative action resources**
- **Participation in the Boys and Girls Club dinner**
- **Held multicultural celebrations on all three campuses at Gateway Technical Colleges**
- **Utilize minority managed firm to do background checks for Gateway**
- **African American History Month**

GATEWAY TECHNICAL COLLEGE

FIVE YEAR PLAN GOALS

2005 – 2010

Executive/Administrative/Manager

2006: While the College lost minority representation with the retirement and resignation of two minority staff, positive activity did occur in this category. Among this activity was the promotion of a minority female to Executive Vice President/Provost. This category continues to have minority representation above the minority District Labor Force.

2007: This category continues to have minority representation above the minority District Labor Force.

2008: Minority representation continues to be above the minority District Labor Force.

Faculty

2006: Minority representation increased in this category due to the reduction of non-minority staff. Minority representation continues to be above the minority District Labor Force.

2007: Minority representation continues to be above the minority District Labor Force. We increased the number of minorities by two employees during 2007.

2008: Minority representation increased due to the addition of two minority hires during 2008. Minority representation continues to be above the minority District Labor Force.

Professional/Non-Faculty

2006: Minority representation increased in this category due to the reduction of non-minority staff. Minority representation continues to be above the minority District Labor Force.

2007: Minority representation continues to be above the minority District Labor Force. Our minority representation remains consistent.

2008: Minority representation continues to be above the minority District Labor Force. We increased the number of minorities by one employee during 2008.

Clerical

2006: Minority representation increased with the personnel activity occurring in this category. A minority new hire was realized as well as increase in the overall minority representation. Minority representation continues to be above the minority District Labor Force.

2007: Minority representation continues to be above the minority District Labor Force.

2008: We continue to exceed our minority goal of 20.35%.

Technical/Paraprofessional

2006: This category has realized the minority representation goal of 24.77%. Minority representation continues to be above the minority District Labor Force.

2007: We continue to exceed our minority goal of 24.77%.

2008: Minority representation continues to be above the minority District Labor Force

Service/Maintenance

2006: Overall minority representation remained at 33.33% and continues to be above the minority District Labor Force.

2007: Minority representation increased from 33.33% to 35.29% with the reduction of staff in this category.

2008: We continue to remain above the minority District Labor Force.

Summary

Overall minority representation has increased since 2005. Overall minority representation exceeds the District Labor Force.

**GATEWAY TECHNICAL COLLEGE
FIVE YEAR PLAN - GOALS PROGRESS
2005 - 2010**

	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	Goals 2010	District Labor Force
EXEC. ADM./MGR.								
Minority	6	5	4	4			9	
Total	59	55	54	53			56	
Percentage	10.17%	9.09%	7.41%	7.55%			16.07%	6.44%
FACULTY								
Minority	21	20	22	24			30	
Total	262	253	258	258			264	
Percentage	8.02%	7.91%	8.53%	9.30%			11.36%	8.38%
PROF./NON-FACULTY								
Minority	4	7	7	8			9	
Total	35	33	33	34			39	
Percentage	11.43%	21.21%	21.21%	23.53%			23.76%	7.31%
CLERICAL								
Minority	20	21	22	22			23	
Total	111	109	105	104			113	
Percentage	18.02%	19.27%	20.95%	21.15%			20.35%	9.71%
TECH./PARAPROF.								
Minority	28	27	28	28			27	
Total	109	106	105	103			109	
Percentage	25.69%	25.47%	26.67%	27.18%			24.77%	6.51%
SERVICE/MAINT.								
Minority	12	12	12	12			15	
Total	35	36	34	37			35	
Percentage	34.29%	33.33%	35.29%	32.43%			42.85%	17.95%
TOTAL								
Minority	91	92	95	98			113	
Total	611	592	589	589			616	
Percentage	14.89%	15.54%	16.13%	16.64%			18.34%	10.65%

GATEWAY TECHNICAL COLLEGE
AFFIRMATIVE ACTION

Date: FY2005
 Location: All

Job Category	MALE						FEMALE						TOTAL
	White	Black	Hispanic	Asian	A/Indian	Sub-total	White	Black	Hispanic	Asian	A/Indian	Sub-total	
Exec. Adm/Mgr.	23	2	0	0	1	26	30	3	0	0	0	33	59
Faculty	105	3	3	5	2	118	136	5	0	3	0	144	262
Prof./Non-Faculty	8	0	0	0	0	8	23	2	2	0	0	27	35
Clerical	3	0	0	1	0	4	88	12	6	0	1	107	111
Tech./Paraprofessional	35	4	3	0	0	42	46	13	4	2	2	67	109
Service/Maintenance	20	7	3	0	0	30	3	1	1	0	0	5	35
CURRENT TOTAL	194	16	9	6	3	228	326	36	13	5	3	383	611

Job Category	Total	Female	% Minority	%
Exec. Adm/Mgr.	59	33	56%	6 10%
Faculty	262	144	55%	21 8%
Prof./Non-Faculty	35	27	77%	4 11%
Clerical	111	107	96%	20 18%
Tech./Paraprofessional	109	67	61%	28 26%
Service/Maintenance	35	5	14%	12 34%
CURRENT TOTAL	611	383	63%	91 15%

GATEWAY TECHNICAL COLLEGE
AFFIRMATIVE ACTION

Date: FY2006
 Locations All

Job Category	MALE						FEMALE						TOTAL
	White	Black	Hispanic	Asian	A/Indian	Sub-total	White	Black	Hispanic	Asian	A/Indian	Sub-total	
Exec. Adm/Mgr.	20	1	0	0	1	22	30	3	0	0	0	33	55
Faculty	100	2	3	5	2	112	133	5	0	3	0	141	253
Prof./Non-Faculty	5	1	0	1	0	7	21	2	3	0	0	26	33
Clerical	2	0	0	1	0	3	86	13	6	0	1	106	109
Tech./Paraprofessional	33	4	3	0	0	40	46	12	4	2	2	66	106
Service/Maintenance	21	7	3	0	0	31	3	1	1	0	0	5	36
CURRENT TOTAL	181	15	9	7	3	215	319	36	14	5	3	377	592

Job Category	Total	Female	% Minority		%
Exec. Adm/Mgr.	55	33	60%	5	9%
Faculty	253	141	56%	20	8%
Prof./Non-Faculty	33	26	79%	7	21%
Clerical	109	106	97%	21	19%
Tech./Paraprofessional	106	66	62%	27	25%
Service/Maintenance	36	5	14%	12	33%
CURRENT TOTAL	592	377	64%	92	16%

GATEWAY TECHNICAL COLLEGE
AFFIRMATIVE ACTION

Date: FY2007
 Locations: All

Job Category	MALE						FEMALE						TOTAL
	White	Black	Hispanic	Asian	A/Indian	Sub-total	White	Black	Hispanic	Asian	A/Indian	Sub-total	
Exec. Adm/Mgr.	20	1	0	0	0	21	30	3	0	0	0	33	54
Faculty	99	1	3	5	2	110	137	7	1	3	0	148	258
Prof./Non-Faculty	7	1	0	1	0	9	19	2	3	0	0	24	33
Clerical	0	0	0	1	0	1	83	12	8	0	1	104	105
Tech./Paraprofessional	34	4	3	0	0	41	43	13	4	2	2	64	105
Service/Maintenance	20	7	3	0	0	30	2	1	1	0	0	4	34
CURRENT TOTAL	180	14	9	7	2	212	314	38	17	5	3	377	589

Job Category	Total	Female	% Minority		%
Exec. Adm/Mgr.	54	33	61%	4	7%
Faculty	258	148	57%	22	9%
Prof./Non-Faculty	33	24	73%	7	21%
Clerical	105	104	99%	22	21%
Tech./Paraprofessional	105	64	61%	28	27%
Service/Maintenance	34	4	12%	12	35%
CURRENT TOTAL	589	377	64%	95	16%

GATEWAY TECHNICAL COLLEGE
AFFIRMATIVE ACTION

Date: FY2008
 Locations All

Job Category	MALE						FEMALE						TOTAL
	White	Black	Hispanic	Asian	A/Indian	Sub-total	White	Black	Hispanic	Asian	A/Indian	Sub-total	
Exec. Adm/Mgr.	20	1	0	0	0	21	30	3	0	0	0	33	54
Faculty	99	1	3	5	2	110	137	7	1	3	0	148	258
Prof./Non-Faculty	7	1	0	1	0	9	19	2	3	0	0	24	33
Clerical	0	0	0	1	0	1	83	12	8	0	1	104	105
Tech./Paraprofessional	34	4	3	0	0	41	43	13	4	2	2	64	105
Service/Maintenance	20	7	3	0	0	30	2	1	1	0	0	4	34
CURRENT TOTAL	180	14	9	7	2	212	314	38	17	5	3	377	589

Job Category	Total	Female	% Minority		%
Exec. Adm/Mgr.	54	33	61%	4	7%
Faculty	258	148	57%	22	9%
Prof./Non-Faculty	33	24	73%	7	21%
Clerical	105	104	99%	22	21%
Tech./Paraprofessional	105	64	61%	28	27%
Service/Maintenance	34	4	12%	12	35%
CURRENT TOTAL	589	377	64%	95	16%

GATEWAY TECHNICAL COLLEGE
July 1, 2005 - June 30, 2006

EMPLOYMENT ACTIVITY

HIRES					
JOB CATEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	5	4	80%	3	60%
Faculty	14	9	64%	3	21%
Prof./Non-Faculty	1	1	100%	0	0%
Clerical	6	5	83%	1	17%
Tech./Paraprofessional	4	2	50%	2	50%
Service/Maintenance	2	0	0%	0	0%
Total Hire Rate	32	21	66%	9	28%

TRANSERS					
JOB CATEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	13	7	54%	2	15%
Faculty	11	5	45%	0	0%
Prof./Non-Faculty	3	2	67%	0	0%
Clerical	14	13	93%	3	21%
Tech./Paraprofessional	5	2	40%	1	20%
Service/Maintenance	2	0	0%	0	0%
Total Transfer Rate	48	29	60%	6	13%

2006 EMPLOYMENT ACTIVITY CONTINUED

RESIGNATIONS					
JOB CATEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	4	2	50%	1	25%
Faculty	7	2	29%	1	14%
Prof./Non-Faculty	0	0	0%	0	0%
Clerical	2	2	100%	0	0%
Tech./Paraprofessional	5	1	20%	3	60%
Service/Maintenance	1	0	0%	0	0%
Total Hire Rate	19	7	37%	5	26%

RETIREMENTS					
JOB CATEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	4		0%	1	25%
Faculty	10		0%	0	0%
Prof./Non-Faculty	1		0%	0	0%
Clerical	4		0%	0	0%
Tech./Paraprofessional	2		0%	0	0%
Service/Maintenance	0		0%	0	0%
Total Hire Rate	21	0	0%	1	5%

TERMINATIONS					
JOB CATEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	2	1	50%	0	0%
Faculty	3	1	33%	0	0%
Prof./Non-Faculty	1	0	0%	0	0%
Clerical	0	0	0%	0	0%
Tech./Paraprofessional	1	1	100%	1	100%
Service/Maintenance	0	0	0%	0	0%
Total Hire Rate	7	3	43%	1	14%

GATEWAY TECHNICAL COLLEGE

July 1, 2006 - June 30, 2007

EMPLOYMENT ACTIVITY

HIRES					
JOB CATETEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	3	1	33%	0	0%
Faculty	18	10	56%	5	28%
Prof./Non-Faculty	0	0	0%	0	0%
Clerical	12	12	100%	7	58%
Tech./Paraprofessional	7	4	57%	1	14%
Service/Maintenance	0	0	0%	0	0%
Total Hire Rate	40	27	68%	13	33%

TRANSERS					
JOB CATETEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	7	5	71%	1	14%
Faculty	6	5	83%	1	17%
Prof./Non-Faculty	0	0	0%	0	0%
Clerical	26	25	96%	9	35%
Tech./Paraprofessional	9	4	44%	2	22%
Service/Maintenance	4	0	0%	1	25%
Total Transfer Rate	52	39	75%	14	27%

2007 EMPLOYMENT ACTIVITY CONTINUED

RESIGNATIONS					
JOB CATETEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	2	2	100%	0	0%
Faculty	6	2	33%	4	67%
Prof./Non-Faculty	1	1	0%	0	0%
Clerical	5	5	100%	3	60%
Tech./Paraprofessional	5	3	60%	2	40%
Service/Maintenance	0	0	0%	0	0%
Total Resignation Rate	19	13	68%	9	47%

RETIREMENTS					
JOB CATETEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	0	0	0%	0	0%
Faculty	8	4	50%	1	13%
Prof./Non-Faculty	0	0	0%	0	0%
Clerical	3	3	100%	0	0%
Tech./Paraprofessional	1	1	100%	0	0%
Service/Maintenance	2	1	0%	0	0%
Total Retirement Rate	14	9	64%	1	7%

TERMINATIONS					
JOB CATETEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	0	0	0%	0	0%
Faculty	3	2	67%	0	0%
Prof./Non-Faculty	0	0	0%	0	0%
Clerical	1	0	0%	0	0%
Tech./Paraprofessional	0	0	0%	0	0%
Service/Maintenance	0	0	0%	0	0%
Total Termination Rate	4	2	50%	0	0%

GATEWAY TECHNICAL COLLEGE

July 1, 2007 - June 30, 2008

EMPLOYMENT ACTIVITY

HIRES					
JOB CATETEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	2	1	50%	0	0%
Faculty	15	8	53%	4	27%
Prof./Non-Faculty	1	1	100%	0	0%
Clerical	8	8	100%	3	38%
Tech./Paraprofessional	4	2	50%	1	25%
Service/Maintenance	2	0	0%	0	0%
Total Hire Rate	32	20	63%	8	25%

TRANSERS					
JOB CATETEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	5	4	80%	1	20%
Faculty	8	4	50%	4	50%
Prof./Non-Faculty	1	1	100%	0	0%
Clerical	21	21	100%	3	14%
Tech./Paraprofessional	12	6	50%	5	42%
Service/Maintenance	7	1	14%	5	71%
Total Transfer Rate	54	37	69%	18	33%

2008 EMPLOYMENT ACTIVITY CONTINUED

RESIGNATIONS					
JOB CATEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	1	0	0%	0	0%
Faculty	2	2	100%	1	50%
Prof./Non-Faculty	0	0	0%	0	0%
Clerical	11	11	100%	3	27%
Tech./Paraprofessional	3	0	0%	0	0%
Service/Maintenance	0	0	0%	0	0%
Total Resignation Rate	17	13	76%	4	24%

RETIREMENTS					
JOB CATEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	3	2	67%	0	0%
Faculty	15	8	53%	1	7%
Prof./Non-Faculty	0	0	0%	0	0%
Clerical	2	2	100%	0	0%
Tech./Paraprofessional	3	2	67%	1	33%
Service/Maintenance	0	0	0%	0	0%
Total Retirement Rate	23	14	61%	2	9%

TERMINATIONS					
JOB CATEGORY	TOTAL	FEMALES	%	MINORITY	%
Exec. Adm./Mgr.	0	0	0%	0	0%
Faculty	0	0	0%	0	0%
Prof./Non-Faculty	1	0	0%	1	100%
Clerical	0	0	0%	0	0%
Tech./Paraprofessional	0	0	0%	0	0%
Service/Maintenance	1	1	100%	1	100%
Total Termination Rate	2	1	50%	2	100%

Section 4:

■ Student Progress Summary

- Annual Activities
- Enrollment Statistics



STUDENT PROGRESS SUMMARY

2005 – 2008

Gateway Technical College has extended many efforts to increase minority students. These efforts have resulted in a student profile exceeding District Labor Force statistics. Gateway continues to provide dedicated staff to enhance our affirmative action profile and efforts.

The following highlights the academic support services and activities offered through Gateway's Multicultural Program. Program components are designed to increase minority student recruitment, retention, transition, that leads to graduation and employment.

Recruitment & Transition

Individual & group activities and case management are conducted with prospective students to establish awareness of multicultural program services. Guidance is provided in the official enrollment/registration process. Targeted students have included those participating in Gateway's ACT 39/HSED/GED programs, Wisconsin Education Opportunity Program (WEOP) GEAR-UP/IEP; OIC of Racine Youth Build program; George Bray Center - Life Skills program; Racine Unified School District AHANNA Conference. General information is provided related to the benefits of technical education; youth options; college financial aid; employment trends.

Staff provides campus visits to prospective students for general information and insight to college programs and services.

Staff continues to work with faculty to assist in the transitioning of students enrolled in Campus based programs include ACT39 and the GED/HSED programs.

Staff participates in community based events to maintain Multicultural Program awareness.

Retention

An early alert system is used as a student retention tool to assist enrolled program participants with monitoring their academic progress. An academic performance appraisal is used and is submitted to each program participant's instructor between the 5th and 6th week of the fall and spring semesters. Once the appraisals are returned, program participants meet with the program coordinator to review and discuss the feedback. This practice creates improved dialogue between students and instructors related to academic progress. Feedback may include recommendations for improvement and/or commendation for performance.

Program Participants participate in efforts intended to provide student leadership & development which include but not limited to, cultural awareness programming; membership in student club/organization; college student ambassador program; community volunteerism.

Program participants are provided information and encouraged to submit for additional financial support through Gateway Foundation Scholarship opportunities and targeted community-based scholarship opportunities. They are provided with the eligibility criteria for the Minority Student Retention Grant administered through the Financial Aid Office.

- Provide students with opportunities to present on personal college experiences/success. Provide students with opportunities to serve as representatives on the Multicultural Program Steering Committee and various College sponsored events.
- Provide assistance to students with the competition process for Gateway's college wide Student Ambassador Program.
- Arrange for minority student ambassadors to serve as representatives at various college and community events.
- Provide assistance to students with establishing and operating a recognized Student Club that promotes Native/Indian American cultural awareness and understanding.
- Provide assistance to students for application of campus and/or community based grant and scholarship opportunities.
- Staff attending professional nursing association meetings with students in order to build relationships and professional mentoring opportunities.

- Provide assistance to students with identifying College and/or community based organizations that provide direct academic support services and job seeking career development services.

Enhanced Diversity

Vice President Student Success continues to oversee and monitor activities that promote positive interaction between the different cultures represented in the District. Current District activities such as the Dr. Martin Luther King, Jr. celebration have continued. The Multicultural Programs Specialist along with other staff has conducted heritage celebrations. Each Academic Development Department on each campus currently holds graduation ceremonies for HSED and ESL students.

Job Development & Employment

Coordinated efforts with career/employment counseling staff have helped to connect students with employment opportunities. Students are encouraged to attend job skills & employment readiness workshops offered at the Gateway, Workforce Development Center (Racine), and/or Job Center (Kenosha). Mailings are coordinated to inform continuing students and recent graduates of employment opportunities related to their field of study.

Disabled Community

The College sponsored a Deaf Culture Day celebration in March 2006.

The College provides dedicated staff to service the disabled community. The District has 2 Special Needs/Transition Counselors, 6 Special Needs Instructors, 1 additional Special Needs Instructor dedicated to the deaf and hard of hearing population, and 3 paraprofessionals.

GATEWAY TECHNICAL COLLEGE ENROLLMENT BY RACE IN OCCUPATIONAL-TECHNICAL PROGRAMS

ENROLLMENT	2005	2006	2007	2008	2009	2010
American Indian	53	48	73	71		
Asian American	149	151	152	159		
Blacks	1195	1250	1466	1441		
Hispanic	798	815	925	1022		
White	8619	8330	8963	8562		
Unreported	150	205	276	177		
TOTAL	10964	10799	11855	11432		
Total Minority	2195	2264	2616	2693		
Minority %	20.02%	20.96%	22.07%	23.56%		
Total Disabled	669	644	722	740		
Disabled %	6.10%	5.96%	6.09%	6.47%		

Source: WBVTAE Student Accounting System (VE215660 & 215680), Compliance Indicator Reports

Section 5:

■ Monitoring and Evaluation Activities



MONITORING & EVALUATION ACTIVITIES

- Personnel activity is annually reviewed to determine if females and/or minorities are being adversely impacted. The annual review of employee transactions (hires, transfers, resignations, retirements, terminations) does not indicate disparate treatment.
- Female and minority representation is annually reviewed and report to the Board of Directors.
- An Affirmative Action Compliance Report is prepared annually. This report reflects affirmative action efforts; female, minority and disabled representation; and five year plan goals progress.
- Affirmative Action goals are reviewed as employment opportunities occur.
- Student enrollment and graduation statistics are reviewed and reported to College leadership.

Section 6:

■ Awards, Merit Citations and Kudos



AWARDS, MERIT CITATIONS, KUDOS

- 2007 Literacy Leader Award-awarded by the Literacy Council. The award recognizes Gateway's vision and collaborative programs that have enhanced adult literacy learning opportunities in southeastern Wisconsin.
- 2007 Caregiver Training Grant-awarded by The Caregiving Project for Older Americans from the MetLife Foundation. Gateway is one of 12 community colleges selected to develop innovative training programs for in-home caregivers for the elderly. Those chosen represent a cross-section of urban, rural, and minority populations throughout the county.
- 2007 Good Samaritan Award-honored by the United Way. This award is given to an organization which supports and advances the mission of the United Way by making significant, nonfinancial gifts to United Way of Kenosha County.
- 2008 Dean Sherwood, Campus Affairs – United Way Campaign Cabinet Member-recognized for his hard work and will remain on the cabinet through 2008.

Section 7:

- No changes in the Five Year Affirmative Action Plan

