



## **GATEWAY AS A LEADER**

### **Expansion of Nursing to Racine Campus**

This semester is our second semester of welcoming nursing students on the Racine campus. We have increased our number of nursing students accepted to the nursing program by 20 students for the Spring semester. The associate degree nursing program had 120 new students start nursing courses for Fall 2021. The students have reported having good experiences on the Racine campus and the Kenosha and Burlington students have taken advantage of open lab hours on the Racine campus.

## **ACADEMIC AND CAMPUS AFFAIRS**

### **School of Health**

Julie Teeter is one of the faculty who co-authored the open education resource for nursing pharmacology. It is being used in all nursing pharmacology courses this semester as the primary resource at Gateway and is available to all WTCS nursing programs as well as available Internationally as an open educational resource.

Key highlights from the OER grant:

1. As of December, there are 22,000 national and international users of the [Nursing Pharmacology e-book](#). Additionally, 970 copies of the Nursing Pharmacology print version have sold at college bookstores and on [Amazon](#) at an affordable cost ranging from \$38 to \$42, and 413 individuals from colleges across the country have downloaded the free edited [pdf print version](#) to consider adoption.
2. Development of the Nursing Skills textbook has completed and it will be piloted in several WTCS nursing course sections in Spring 2021. The national peer review process will occur in February 2021. Revisions will be made to the book based on peer review and survey feedback, and the e-book and optional print version will be published in Summer 2021.
3. The Nursing Fundamentals book continues to be developed and the peer review process will occur in Spring 2021. The e-book and optional print version will be published in Summer 2021.
4. The first prototype of a Virtual Reality nursing scenario, "Cardiac Medication Administration," was designed for first semester nursing students and requires application of knowledge gained from the Nursing Pharmacology, Nursing Skills, and Nursing Fundamentals textbooks while caring for a patient with dementia who becomes increasingly agitated. This scenario can be completed by students, using an Alienware laptop to access Acadicus software and wearing an Oculus Rift S headset, to become completely immersed in a VR environment. Additionally, in

response to remote learning required by COVID disruption, this virtual scenario can also be shared by a faculty member signed into Acadicus using a screen broadcasting tool, such as Zoom. This second option reduces access barriers for students and only requires internet access to participate in a screen-based virtual simulation led by the faculty member. See a [video demonstration](#) of this screen broadcast option. An associated H5P scenario is also currently in development and will be ready for piloting in January 2021.

Covid 19 vaccine update- We are initiating a clinical affiliation agreement with the Kenosha County Health Department to assist with the administration of the Covid vaccine to our communities. The agreement is being reviewed by the legal teams. Once in place, we will be able to assist with the administration of the vaccines at the Health department. Our nursing students who have completed their first-semester nursing skills course, medical assisting students, and emt and will be able to administer vaccines as a clinical opportunity and to assist the health department with the number of vaccines that need to be administered. The Kenosha county health department does have vaccines and began administering them this week.

We have received approval from the State of Wisconsin and DHS for the Nursing assistant program to change to a 75-hour format after the Emergency order ends if WTCS decides to make a permanent switch. The program is currently being reviewed by WTCS to decide if the system will permanently switch to the 75-hour requirement.

### **General Studies Division**

Dr. Richard McLaughlin and Mike DuPrey have co-published an article in the journal Current Microbiology.

"Characterization of the Biodiesel Degrading Acinetobacter oleivorans Strain PT8 Isolated from the Fecal Material of a Painted Turtle (*Chrysemys picta*)"

Link to journal article - <https://rdcu.be/cc0U8>

## **COMMUNITY AND GOVERNMENT RELATIONS**

### **Community and Government Relations**

The team continues to engage our elected officials at the local and state levels as well as nationally. At this time, we are doing this via emails but are beginning to think about other virtual opportunities that can showcase the college and our new projects/initiatives.

### **Sustainability**

We have begun to reach out to the high schools in the tri- county area with the new virtual learning kits that are available to them. The topics of the four kits are nature exploration, solar marvels, following food and protecting pollinators. Short videos for social media are also being created with sustainability activities for individuals. We have started to collect data for the most recent Greenhouse Gas Inventory.

## **Marketing**

### Spring Semester Push - Sponsored Stories

As part of the Spring Semester push advertising we were excited to share three wonderful student success stories in the Kenosha News, Journal Times and Lake Geneva News. These stories are published not only in the print paper but also the e-edition as well as boosted on social media.

[Tori Starkey](#) [Jacob Allender](#) [Berenice Lorenzo](#)

The team is working with all of the college's programs of study through our annual program review process to ensure programs have the opportunity to review key marketing pieces for their programs such as website, program video, photos and print materials ensuring materials are accurate and effectively marketing each program.

The department continues to be involved in planning and supporting a variety of Spring events at the college including this year's [virtual Martin Luther King Celebration](#) and Foundation Scholarship event.

## **Foundation**

Thank you to our 380 donors who choose to support Gateway students and the community through Gateway Foundation.

As of December 31, 2020, the Foundation has raised \$ 526,255. The generous gifts were from individuals (including Gateway faculty and staff as well as alumni and community members), corporations, and civic organizations. Donors have contributed to areas such as the mission of the Foundation, student scholarships, the endowment, the Gateway Promise Endowed Fund, Promise 2 Finish, Fresh Start to Finish Grants, student emergency funds, and the Short Term Training fund.

Thank you to the following organization donors for their support:

- Gene Haas Foundation (\$25,000) for the Gene Haas Scholarship Fund
- Potpourri Garden Club (\$1,000) for the Potpourri Garden Club Scholarship
- Racine-Kenosha APICS (\$10,000) for the Rosemary Van Treeck/APICS RAKE Chapter Endowed Scholarship
- Snap-on, Inc. (\$5,000) for the Gateway Foundation Presents: Innovation Celebration

More than \$10,821 has been awarded to students through the student emergency funds. Of the \$10,821, \$1,500 has been Red Hawk Kenosha Strong grants. Funding has been used for tuition, fees, books, utilities, groceries, and transportation.

This fall, 161 Continuing Students were awarded 233 scholarships totaling more than \$250,000. The award amount is 18% greater than last year. The 2021 Foundation Scholarship Awards Ceremony will be held virtually on February 6, 2021.



to the 2021 Gateway Technical College  
Foundation Scholarship Awards



Please join us for a  
virtual celebration of  
our 2021 Foundation  
Scholarship recipients.



Kenosha Campus  
3520 - 30th Avenue  
Kenosha, WI 53144-1690

Equal opportunity/access/  
employer & educator

**Saturday, February 6, 2021 • 1:00 p.m.**

While our annual Awards Ceremony will look and feel different in the virtual space, the focus on honoring our deserving students and generous scholarship donors remains.

**RSVP online** [gtc.edu/scholarship-awards](http://gtc.edu/scholarship-awards) or call the Foundation office at 262-564-3622. A Zoom link will be sent to all registered guests.

If you register online, you will receive the program booklet electronically by February 6. A hard copy of the booklet will be mailed after the event.

## **WGTD**

We've been kept busy by developments in the Jacob Blake case, and by the Capitol riots and subsequent impeachment proceedings. On the latter, WGTD carried special coverage from NPR. Additional NPR coverage is planned for the inauguration.

## **ENROLLMENT**

The Fall semester enrollment remains negative -15%. Spring enrollment has rebounded slightly and is down -14.5%. With the delay of the start of the Spring semester, additional recruitment and enrollment activities are underway. Year-to-date enrollment, including summer, fall, and spring enrollment is negative -14.2%.

## **FINANCE & ADMINISTRATION**

### **Single Audit Update**

The auditors have received the guidance needed to perform the Single Audit from the Department of Education. They have begun their planning process and will

complete the audit as swiftly as possible. It will likely be ready for approval at the March board meeting.

### **FY 2021-22 Budget Process Update**

Budget Officers are using the month of January to work on their budget submissions for the FY 2021-22 Budget. Budget submissions are due January 22, 2021. In addition, the Budget Office will provide a budget update at the Administrative Inservice scheduled for January 27, 2021.

### **Grants Update**

This month concludes the budgeting process for the Special Revenue Fund for new grant proposals and renewals of existing grants for the WTCS which are due before the end of January, 2021. WAT and Emergency Assistance grant proposals for the WTCS will be submitted around April. We will modify the grant personnel list based on proposals and share with the Director of Budgets & Purchasing to incorporate into the college's budgeting process. We continue to set up budgets for new grant awards after Board approval.

## **HUMAN RESOURCES**

### **Training**

On December 16, 2020 Magan Perez participated in a M3 Webinar on Preparing for the COVID-19 Vaccine: Employer Considerations.

On December 11, 202 Heather Halbach participated in HR WebAdvisor's Live Q&A Session on COVID-19 Vaccines and Newest Updates.

### **Committees/Teams**

The Human Resources department continues to serve on various committees across the college bringing insight and suggestions.

- Jacqueline Morris organized a team discussion on the potential for Gateway campus to host COVID-19 vaccination sites. The team included various Gateway employees to discuss site locations, site process flow, liability, and other considerations. The team included Jacqueline Morris, Magan Perez, Sue Debe, Vicki Hulback, Bryan Albrecht and Tom Cousino.
- Magan Perez and Selina Bohn participated in Mock Town Interviews for the students of a Conflict Resolution Course.
- Magan Perez and John Frost continue to contribute on the Gateway Preparedness & Stabilization (GPS) Committee.
- Jacqueline Morris and Selina Bohn attended a meeting with the Strengths Based Supervision Work Team on how to incorporate Strengths into performance evaluations.
- Jessica Johnson and Heather Halbach participated in Gateway's Virtual College-Wide Call Night. They reached out to students in regards to registration for the spring semester.
- John Frost, Selina Bohn, Jacqueline Morris, and Magan Perez participated in the Gateway Journey Employee Handbook Review / HR Orientation with new employees.
- John Frost continues to represent Human Resources by participating in Strength Every Day and acting as a Strengths

## **Evaluations**

Selina Bohn and Jessica Johnson have work to implement the evaluation process through NeoEd. This was the first year that all evaluations, mid-year and annual, were conducted in NeoEd.

Jacqueline Morris conducted mid-year evaluations for the HR Department in December of 2020.

## **COVID-19**

Magan Perez continues to actively monitor compliance changes as it relates for COVID, FFCRA, etc.

## **Workload**

John Frost started the annual Overload/Underload process to evaluation faculty workloads. The preliminary information was presented to all Deans. Follow up information and conversations to come.

## **Information Backup**

John Frost is working with Eric Doherty in LID to establish a process for backing up intellectual information. This will help prevent the loss of intellectual property when an employee leaves employment.

## **Bias Training**

Lisa Guerrero has served on the WTSC DEI sub-committee. They have concluded the Beyond Bias Interview Training. The training is currently being distributed across all Wisconsin Technical Colleges

## **INSTITUTIONAL EFFECTIVENESS**

The Impact Program collaborated with the Martin Luther King, Jr., Day committee to plan a virtual week of service. This replaces our traditional face-to-face day of service and encourages opportunities for students and employees to select service options that fit their personal circumstances.

The IE division welcomes Dr. Chris Neff as our new Title III Project Manager. Chris will oversee the day to day operations of the grant, supervise grant staff, and coordinate with the many departments in the college that are supporting our Title III student success work.

## **Pathways and Program Effectiveness**

The program effectiveness team supported all programs in the School of Manufacturing, Engineering, and Information Technology in completing the program vitality plan process. This process is completed every three years to assess the current performance and overall health of our programs and allows programs to develop a three-year action plan supported by data and evidence. During the spring 2020 semester, program faculty completed an environmental scan, reviewed program performance data from 2018-2019, and had in-depth discussions with advisory committee members on the future state of employment in our district.

During the fall 2020 semester, programs reviewed 2019-2020 performance data, completed a SOAR analysis, and converted identified areas of focus into a three-year action plan. The plans are currently being reviewed by the Director of Career Pathways and Program Effectiveness, who will provide feedback on plan strategies. Once their plan is approved, program faculty will begin addressing action plan items with the support of their dean.

A new system-wide articulation agreement has been established between WTCS and Carthage College for Nursing. It was crafted locally between Gateway and Carthage leaders, and shared with other WTCS colleges who have all signed on to participate. The agreement allows WTCS Nursing students to transfer up to 65 credits to Carthage, be accepted at junior status, and complete their RN to BSN program with 56 credits remaining. This agreement showcases the quality and rigor of the WTCS Nursing curriculum and provides valuable opportunities for our students.

### **Employee Learning**

In 2020, Gateway staff completed 724 Skillsoft courses in Red Hawk Tech, the college's training management system. A library of Skillsoft online courses is available to all Gateway staff from within Red Hawk Tech. Skillsoft courses can be used to meet requirements such as Bloodborne Pathogen training required for our facilities staff and School of Health faculty, or for professional development such as Contributing as a Virtual Team Member. Soon, we will be upgrading to Skillsoft's Percipio platform which will provide staff with access to not only online courses but also books, audiobooks, and content cultivated for their specific professional development interests.

## **LEARNING INNOVATION DIVISION**

### **Technology Operations**

The TechOps teams are busy preparing our systems and network for the start of the Spring term. Activities this time during this brief break between classes include updating and patching servers, network devices, and infrastructure devices.

The college's fiber optic network is getting a refresh! The Network Operations team is in the process of implementing CWDM (Coarse Wavelength Division Multiplexing) technology to help improve our network design, reliability, and supportability. This CWDM technology works on our existing leased fiber optic network which was implemented in 2009 as part of a consortium with Kenosha County and KUSD. We are targeting for this technology and our "new" network to be up and operational in late January or early February.

### **User Experience**

The Campus technicians are busy preparing computer labs for classes this Spring. Additionally, they are preparing laptops for student distribution for the spring semester.

400 laptops were finally received for student distribution before the Winter break. 65 laptops were also received to distribute to adjunct faculty. 170 Chromebooks arrived

after the Winter break for student distribution as well.

Equipment for multimedia upgrades is being ordered and received. Upgrades will be done between class sessions throughout the Spring semester.

### **Information Systems**

Updated Colleague Self Service to 2.29.1 and WebAPI to 1.29.1.

Applied patches to Colleague necessary for End of Year processing.

We are facilitating the End of Year processing of W2's, 1098-Ts, etc.

Work has begun on changes desired to implement the one active program for students limit.

The conversion to the SaaS version of TimeClock Plus continues.

## **STUDENT SERVICES & ENROLLMENT MANAGEMENT**

### **Admissions**

In addition to regular processing (over 350 documents so far this month) the Admissions team has been working on streamlining our processes and ensuring accurate and efficient information is available to prospective students and applicants. We are working with Marketing, the NSS team and other Student Services Departments to review our web pages and how to videos.

### **New Student Specialist (NSS)**

The New Student Specialist team started recruiting for second cohorts of the SCJ HOPE Initiative and Rockwell Advanced Manufacturing certification. These training opportunities will start in late January. The NSS and Student Ambassadors completed over 400 phone calls to encourage students to complete their applications for spring. The team is also now available to serve students virtually with on-demand Zoom services and live campus tours. The NSS will partner with Advising to host a virtual Fast Track event in January to help students enroll in the spring semester.

### **Student Finance Specialist (SFS)**

SFS continues to meet with students via phone, email and virtually. Team members met with students who made appointments to attend the virtual Fast Tracks scheduled on Dec. 8th & 10th. 565 phone calls were transferred to the SFS from the contact center. 10to8 went live so the SFS began scheduling using it, making recommendations and working out any issues that arose.

### **Financial Aid**

The FA Office was busy working on starting the 21-22 FA Year Setup and recently installed Colleague patches to determine impact on current processes. Began pulling in 2021-22 financial aid applications for the Promise team so they can see which students have completed an application for the upcoming year. No processing taking place at this time. Students who did not meet financial aid satisfactory



academic progress were reviewed. Students who are no longer eligible for financial aid will have time to find another funding option and students who were not eligible were emailed an appeal form. Phone calls were made to potential Promise 2 Finish students prior to the deadline of Dec. 11th to apply for financial aid or turn in documents. Phone calls were made to students who had lost financial aid eligibility in a previous term but were eligible to appeal, to encourage attendance for the Spring 2021. Working to revise several emails to include GradReady information. Several team members supported the Virtual Fast Track events; learning how to manage on short notice a Zoom room without breakout rooms. All team members attended various sessions for the FSA Conference held virtually.

### **Student Accounts**

For the fourth year in a row, we have received the ACE Award from BankMobile. BankMobile recognizes institutions who achieve campus efficiency by disbursing at least 90% of all refunds electronically and promoting the refund disbursement program and process so that at least 40% of all students, regardless of financial eligibility, complete the refund selection process.

### **Academic Advising**

Academic Advisors continuing spending time with outreach activities and helping students make academic plans for Spring 2021. Peer Advisors have made over 1900 calls this semester in outreach to students and use an Advise dashboard. Advisors helped with two Fastrack events in December and one in January to help with enrollment.

### **Express Services**

The Express Services team has also expanded opportunities for students to connect with them virtually through our Zoom room. They have had 6250 contacts with students via phone and 373 via chat. Express assisted with both Fast Track events in December and connected with over 200 pre registered students to get them started.

### **High School Partnerships**

The high school partnerships team wrapped up Fall registrations for dual credit. In Fall 2020, 3,450 unique students enrolled in 12,832 Gateway credits! Additionally, we have completed contract billing for all 2020 Summer & 2020 Fall high school contracts for services. We are looking forward to welcoming high school students to the Spring 2021 semester. On December 9th, we held our Start College Now Registration/Orientation Event with over 50 attendees.

## **LEARNING SUCCESS**

### **Student Life**

The Student Life Coordinators completed three professional development opportunities in December which include: True Colors Conflict Navigation Advanced Certification Training, Getting Things Done Workshop, and Certification Training: Delivery of a Virtual Personal Success Workshop. The Student Life Team is excited to share what they have learned with students and staff in future workshops and trainings.

The Student Life Coordinators are working closely with the Student Strengths Leadership Committee to start Gateway Students' Strengths Club. This semester club advisors will be recruiting student leaders & members aiming to activate the club.

Student Life will be offering an opportunity for students to receive a "[Red Hawk Spring Success Kit](#)" mailed to their home. The kit includes a two-tone knit pom beanie hat, cotton reusable face mask, carabiner magnet with light, and lip moisturizer. Students will be able to sign up to receive a kit beginning January 8, 2021.

Student Life and United Student Government (USG) is hosting a USG Facebook Contest called [Winter Wonderland](#). Student submissions are due by January 29, 2021 and the voting will occur February 1-5, 2021. Winners will receive gift-cards.

The next [Wisconsin Student Government](#) meeting will be hosted virtually by Northcentral Technical College on Friday, January 8th. Final preparations will be made for the February Legislative Seminar during this meeting.

The first [Spring Semester USG meeting](#) will be held on January 20, 2021. All students are encouraged to attend General Assembly Meetings.

[Campus Ambassador](#) applications are open now through January 26, 2021. The 2021 Campus Ambassador Awards will be virtual, and a "Watch Party" will be held on February 17th, 2021 at 7pm to announce the 2021 winners.

### **Tutoring Services**

In response to student requests for accounting tutoring during Gateway's extended winter break, Tutoring Services offered some virtual Accounting support during the weeks of December 14, January 4, and January 11, to students enrolled in on-demand course sections. Accounting and all other tutoring will resume for regularly-scheduled virtual and in-person services on Tuesday, January 19, 2021. Scheduling information is available at [gtc.edu/tutoring](http://gtc.edu/tutoring).

During the Fall 2020 semester, virtual and on-campus tutoring options were available to Gateway students. Learning Success Center (LSC) faculty and tutors engaged in more than 1,400 tutoring sessions with students enrolled in a variety of courses/programs, including Quantitative Reasoning, IT, Nursing, Accounting, Spanish, Computers for Professionals, Gateway to Success, Business & Marketing, Early Childhood Education, and English Composition. On-campus and virtual tutoring support will continue to be available to students for the Spring 2021 term. In an effort to accommodate student needs for tutoring outside of the Learning Success Center's regularly-scheduled hours, LSC faculty and some tutors are planning to be available in zoom, by appointment.

Working district-wide and also in a virtual environment challenges the Tutoring Services team's marketing and scheduling efforts. Finding ways to ensure that

students not only know about the tutoring support that is available to them, but also how to access that support, is challenging.

To access and/or learn more about Gateway's virtual tutoring, students, faculty, and guests are encouraged to visit [gtc.edu/tutoring](http://gtc.edu/tutoring). Links to the zoom-hosted drop-in services can be found on the in-person and virtual tutoring schedule.

### **Learning Success Coaches**

The 3<sup>rd</sup> Annual 'Males in Nursing' Roundtable/Chat & Chew, was held virtually on October 23<sup>rd</sup>, facilitated by the Learning Success Coach for Nursing and the Non-Traditional Students Specialist. The event included a panel of Gateway's male nursing instructors and graduates who shared their experience and insight as males in this predominantly female profession. This was followed by a lively discussion with the attending male nursing students, which included requests for future similar events and support opportunities for this non-traditional student population.

The Learning Success Coach for Nursing is also utilizing recent training in: student communication technology (Mongoose), a student information program (Advise), and in two nursing exam prep/practice testing programs (HESI & Kaplan), in order to enhance nursing students' ability to quickly communicate with Learning Success Coach services, assist in identifying 'at risk' students, and to provide increased preparedness for students in taking both nursing program and NCLEX board exams. In addition, several nursing instructors are now including Learning Success Nursing Coach's pre-recorded workshops and related material in their course's Blackboard shells, allowing students 'on demand' access to these resources.

### **BUSINESS & WORKFORCE SOLUTIONS**

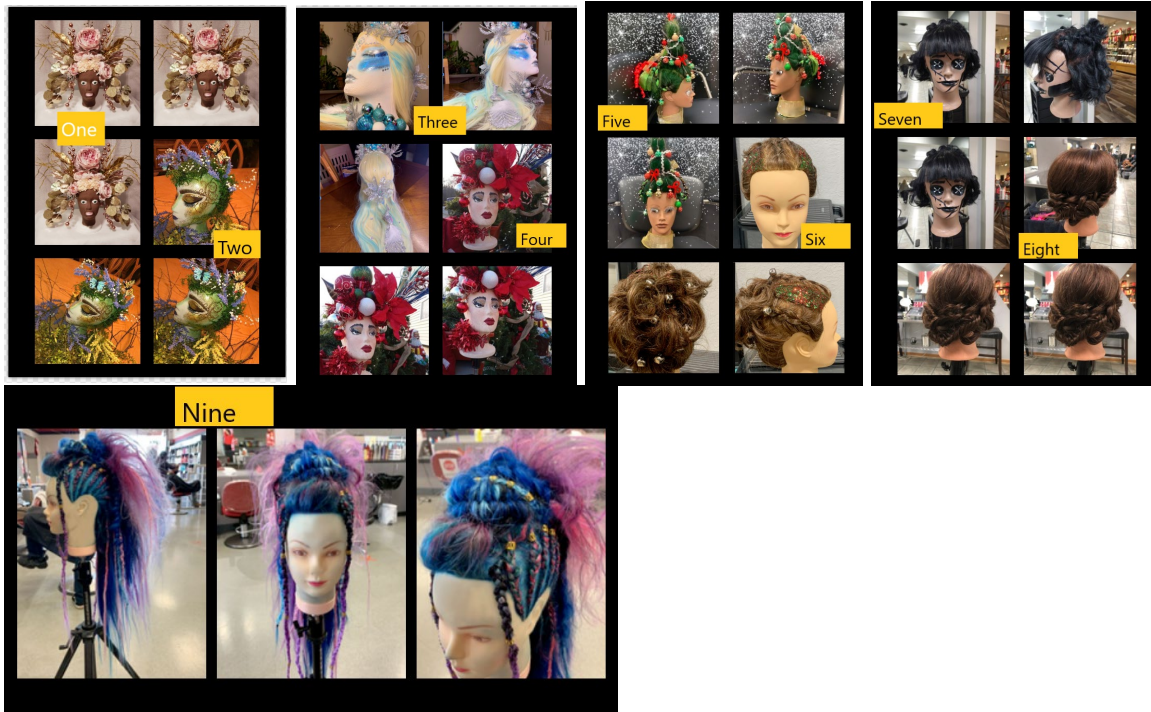
On December 3<sup>rd</sup> and 4<sup>th</sup>, Tony Lestan delivered the first training session for MSSC's CPT (Certified Production Technician)+ certification to be administered by Gateway. The training was performed in Eau Claire, WI at Chippewa Valley Technical College. Four of CVTC's instructors were in attendance, and completion of this training, along with prior online examinations, allows them to certify their students in MSSC's CPT+ program. The CPT+ program focuses on four areas: Safety, Quality, Production Processes, and Maintenance Awareness. The training uses the Skill Boss trainer to demonstrate competencies in each of the four areas. Participants learn how to leverage the Skill Boss to provide hands-on opportunities for students in the CPT/CPT+ program. Gateway will be hosting two and three day training sessions at the IMET center on a monthly basis from January thru April 2021.

Cosmetology Apprenticeship students had an opportunity to do a competition within their styling class. Albe Heinen wanted to inspire them as learning online has been rather challenging this year. The students were very excited and got a chance to think outside the box. Photos of their styles were posted on social media and 287 people voted. The winning styles were:

1st place #2

2nd place #9

3rd Place #3

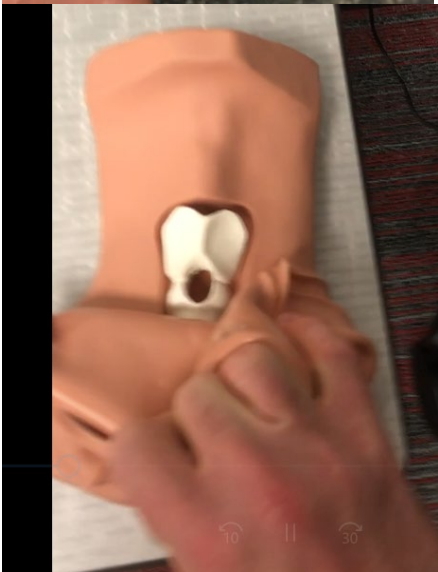


### Gateway Industrial Design Fab Lab

In December the Fab Lab finished the semester with both Tool and Die Apprenticeship and HOPE Grant Students, providing both with NC3 Certification in Dremel Idea builder. The HOPE students explored different aspects of digital fabrication techniques to provide insight as they move towards their Mechanical Maintenance certification.

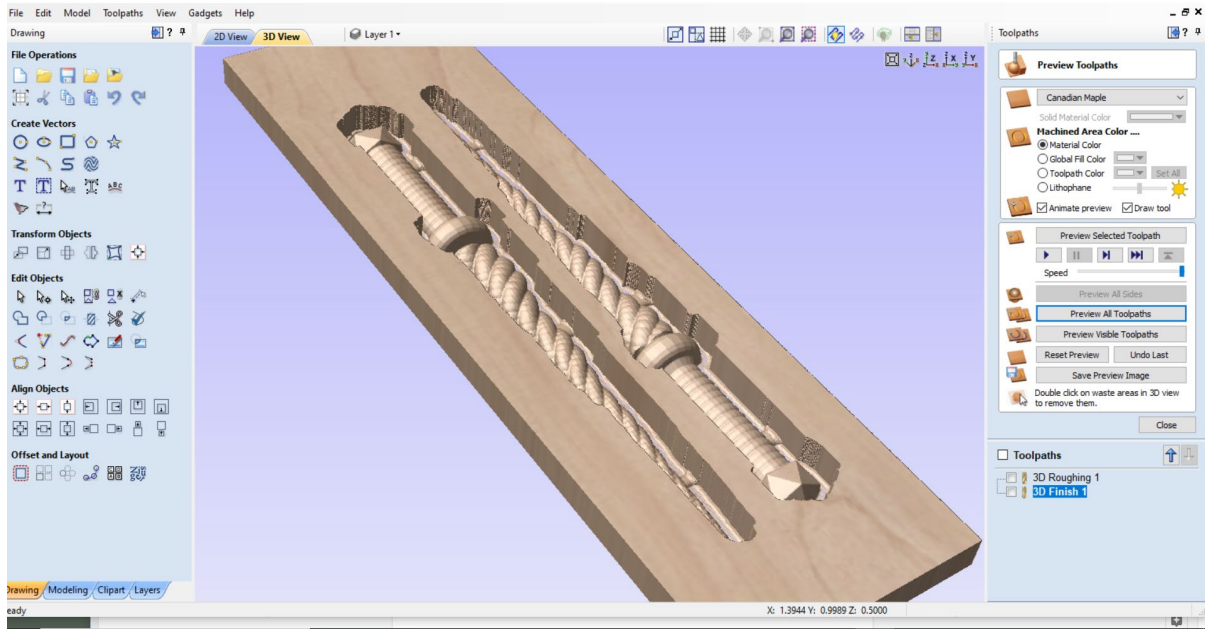


During the pandemic the Lab has been able to work with various local entrepreneurs on several small projects, prototyping and fabricating. In December we worked with local inventors on their prospective projects, including custom dice, and a basketball training device.



The Fab Lab is assisting the EMT program with developing a skin replacement for their Cricothyrotomy Plastic Neck Skin Simulator. The above photo shows a flexible filament that can be printed in varying thickness.

Fab Lab assisted R.E.A.L. School with their first semester piloting an "Intro to Fab Lab" segment. The class has been conducted in the Fab Lab, and highlights the different computer driven equipment as applied to projects.



The Fab Lab continued its partnership with the Racine Public Library, hosting another Lightsaber and a Build your own Wand workshops. We held another "Drive and Learn" session of RC Cars with BridgeHomeschool and Madison 4H. This month focused on batteries, and safely measuring, prepping, and charging.

Despite the extreme circumstances in 2020, the Fab Lab has been able to adapt and continue to serve Gateway and the community. We look forward to applying what we have learned, and continuing to flourish in 2021.

### **OFFICE OF DIVERSITY, EQUITY & INCLUSION (DEI)**

The New Normal for the TAG Program Continues. Fall semester was very different for the TAG Program but we ended with a bang. The TAG Program continued to follow a virtual format. In November, TAG held its first ever Fall term Student Development Retreat. This virtual event was held on two separate days. The first day consisted of lunch together on zoom followed by an "Ouch! That Stereotype Hurts" workshop, facilitated by our very own Dr. Tammi Summers. It was followed by a student Bystander Training, facilitated by Katie Lohre and Gary Flynn. TAG students got some really great items to put in their toolbox to use later if needed. The 2nd week of our TAG Student Development Retreat our program started off by joining TAG program member and district student ambassador, Megan Bahr, for student life trivia, followed by the "Change Management" workshop facilitated by Paradigm Shift. TAG students really enjoyed this much needed workshop and look forward to training with Paradigm Shift in the Spring semester as well.

In December, the TAG students received Finals/Holiday Snack Bags, which were full of items such as instant coffee packets, instant caffeinated powder, hot cocoa mix, snacks, hand sanitizer, lip balms, and headsets. These drop offs were followed by our annual TAG Holiday Get Together, which was virtual this year. The TAG holiday event was held two different times that first week of December, in order to give more students a chance to participate. During this event, TAG students made homemade

holiday ornaments, sipped on hot cocoa, and were able to wind down with some great conversations.

The Fall semester ended with news that some TAG participants were awarded Gateway Foundation Scholarships!! TAG is excited to report more on that in the next President's report.

So whether the TAG Program is virtual or in person, participants stay busy. The TAG Program looks forward to the next President's report.  
#TRiOWORKS



Join Gateway for a series of dynamic workshops that explore how to have hard, meaningful, yet respectful dialogue about diversity, equity, and inclusion.

**Ouch that Stereotype Hurts**

In the face of stereotypes, micro-aggression and biased remarks, how do you react? Learn how to build the confidence and the skills to speak-up and interrupt disrespectful comments.

**Monday, January 18 • 2 - 4 p.m. or Wednesday, February 24 • 5:30 -7:30 p.m.**

**A Holistic Approach to Managing Self in the Midst of Societal Uncertainties**

Discover the impact of societal uncertainties caused by incidents of racial tension and unrest in our community and lives. Explore the idea that we as a community have to find our way back from a situation that revealed the reality of racial biases and inequalities.

**Wednesday, February 3 • 3 - 5 p.m.**

**Civil Dialogue: Facilitating Crucial Conversations**

Prepare to handle conversations of sensitive topics through models and skill-building for holding meaningful conversations between those with opposing viewpoints. You will leave prepared to facilitate these conversations.

**Wednesday, January 27 • 1 - 3 p.m.**

**Civil Dialogue: Sharing Viewpoints and Building Connections**

Learn to advocate for your viewpoint, while still listening and valuing the insight of opposite opinions. You will practice the skills presented and gain creative options for responding to alternative viewpoints.

**Tuesday, February 16 • 2 - 4 p.m.**

**What Should I Say? Discussing Diversity and Inclusion Across Generational Lines**

Engage in a dialogue for adults, teens, and children, on how to have necessary and respectful conversations regarding diversity, inclusion, and providing emotional support during civil unrest. Within the context of families, classrooms, and the community, this discussion will provide insights into understanding and taking action.

**Tuesday, January 19 • 5:30 -7:30 p.m**

All workshops are open to the community and held via Zoom.

Register today at [gtc.edu/diversity-workshops](https://gtc.edu/diversity-workshops)! Sponsored by the Offices of Diversity, Equity and Inclusion and Community and Government Relations.

For disability-related accommodations call 262-564-3062.

