



GATEWAY AS A LEADER

There were two ribbon cutting ceremonies this past month. One transpired during our Celebrate Earth Day event. We cut the ribbon on the two new garden beds by Horticulture. These garden beds are handicap accessible and beautiful. The second ribbon cutting was for the Lincoln Center for Health Careers. This was held on May 12th and featured a program with speakers from the college as well as the City of Racine and Advocate Aurora. We also provided tours of the new classrooms and simulation labs.

ACADEMIC AND CAMPUS AFFAIRS

The Provost's Office

Leadership of the Provost's office will transition to Dr. John Thibodeau on June 1. It has been my honor to lead the Academic & Campus Affairs division of the college for the past 16 years. The mission of Academic & Campus Affairs is to provide quality education and services that empower students to be responsible lifelong learners and productive members of the community. We have made significant strides and will continue to do so under John's leadership. I will continue my role as Executive Vice President until my September retirement date and continue the work of the retention committee and the program portfolio project. ~ Zina Haywood

Racine Campus

The Fire Suppression for the Lake and Technical Building are on track.

The Lincoln Center for Health Careers ribbon cutting ceremony will be held on Thursday, May 12th at 1:30 pm.

All current Health faculty and staff have moved to their new office space in the Lincoln Center.

School of Pre-College and Momentum Programs (formerly Pre-College Division)

7 students completed the Integrated Education/C.N.A (IET/CNA) course. Recruitment is underway for the remaining summer cohorts. Funding for the FY 2022-2023 IET/CNA grant was awarded last week by the Wisconsin Technical College System.

294 GED/HSED graduates have been invited to participate in the GED/HSED Graduation Celebration on May 25, 2022.

Job postings for the Workforce Innovation Grant are in progress. One instructor has been hired. 5 additional instructors will be hired for the Fall 2022

start. The grant period has been extended from December 2024 to June 2025.

An end of the year celebration was held for the first SC Johnson STEM Scholars to recognize their completion of the first year. So far for FY 2022-2023 we have:

- 11 students accepted for Cohort 2.
- 50 students accepted for Promise.

This will be the 6th cohort of Promise students. Recruitment is underway for Promise 2 Finish.

School of Business and Transportation

A new full-time diesel program faculty member has been hired. We are able to offer a host of summer classes in the diesel program that we originally were not going to be able to.

Angel Gonzalez and Janessa Salazar have been hired to be an auditor trainee through the previously shared Gateway to Audit Program we established with the Department of Revenue and our Accounting program.

Supply Chain student Ben O. reported that he used the skills and strategies learned in his program to be promoted and receive an increase in compensation at his workplace of 17+ years.

School of Manufacturing, Engineering and Information Technology

Paul Nelson and the IT CSS students helped recycle electronics on Earthday in Elkhorn



We had the opportunity to attend Cyhercon - The Conference for Hackers.



Elkhorn Campus

The Elkhorn campus participated in EarthDay and completed a Campus Spring Cleaning Contest. Several Faculty and Departments filled two dumpsters with years of accumulated books, paper and other assorted items. Winners will be named and prizes will be awarded for the individuals and teams who cleaned the most.



This is your opportunity to throw out everything and anything you never use!! A pizza party will be provided to the area with the biggest clean-up. (Staff office, Faculty office, Student Services, Admissions, Library, LSC, IT, etc.). Also, one gift card and three cash prizes will be awarded to the top four individual people who remove the most clutter!

There will be two dumpsters located in the circle drive parking lot by the North building (trash & recycling). The dumpsters behind the South building, outside of the Facilities door will also be available for trash and recycling. Flat beds/carts will be brought to you upon request. Need help cleaning up? Facilities will be available to help haul your stuff, if need be, just put in a ticket and label the stuff as garbage. Garbage bags will be provided as well. Recyclables - Papers, textbooks, catalogs, broken down cardboard, glass Trash - Old office supplies, binders, folders, old pens, pencils, markers, pictures, videos, equipment, file cabinets, old mismatched furniture, old decorations, metal, dishes, mugs, etc. Anything tagged will need an Equipment Disposal Request form filled out, or put in a ticket to IT for IT equipment if questionable. Documents with private information will need to go into the locked shredding bins, located in E227 and the South Building facilities storage area. So, check your drawers, file cabinets, cupboards, under your desk, and the corners of your area. **The time is now!!**

School of Protective and Human Services

On behalf of Gateway Technical College President and CEO, Bryan Albrecht, EdD, Dean Terry Simmons, and Director Richard P. Stein we request the honor of your presence at the graduation ceremony of Gateway Technical College's Law Enforcement Academy Friday, the twenty-seventh of May two thousand and twenty-two at ten o'clock in the morning Gateway Technical College Madrigano Conference Center - Haribo Hall
3520 30th Avenue, Kenosha, WI 53144 RSVP is not required.

[LEA April Newsletter](#)

[SoPaHS April Newsletter](#)

COMMUNITY AND GOVERNMENT RELATIONS

Community and Government Relations

We have had a busy month in the community attending the KABA annual meeting as well as the RAMAC awards dinner. The college participated in meetings or discussions with the Racine County Food Bank, the Kenosha Boys and Girls Club, the Racine Community Foundation as well as with the United Way of Walworth County.

We continue to work on the Gateway Experience through new graphics as well as furniture projects throughout the college.

Sustainability

The Center for Sustainable Living (CSL) was part of the Celebrate Earth Day events on Saturday April 23rd. Crafts, tours and environmental activities were held in the Bee Barn, around the property and in the CSL.

We participated in the Interior Design student presentations for the new design in the Interior Design room at the CSL. This room is used by the interior design students to showcase sustainability in design.

A welding event was held on April 26th for the Green Scholar students. This was a great afternoon as we learned how to turn everyday items and items that may be thrown away into art pieces.

A community workshop was held on Birding in Wisconsin at the CSL on the evening of April 26th. This is hosted in partnership with the Audubon Society.

Tour groups are making their way back to the Center for Sustainable Living. The Girl Scouts as well as students from Prairie Lane Elementary School, St. Joseph Academy and Mahone Middle School have come to the CSL for field trips.

Foundation

Gateway Foundation thanks our donors whose generosity transforms the lives of students every day. As of April 30, 2022, 380 donors chose to help Gateway students through the Foundation by contributing \$827,686.

The generous gifts were from individuals (including Gateway faculty and staff as well as alumni) and organizations (including businesses, foundations, and service clubs). Donors have contributed to areas such as the mission of the Foundation, student scholarships, the endowment, the Gateway Promise Endowed Fund, student emergency funds, the WGTD Program Fund, the Short-Term Training fund, and the Foundation Scramble.

We are grateful to the following organization donors for their kind support:

- 1335 Foundation (\$3,000) President's Opportunity Fund
- Bane Nelson (\$1,500) Foundation Scramble Dinner sponsor
- Complete Office of Wisconsin dba Emmons Business Interiors (\$5,000) Foundation Scramble Platinum Sponsor
- Kenosha Area Convention & Visitor's Bureau (\$3,525) Foundation Scramble Gold Sponsor plus two golfers
- Kriete Truck Center (\$2,000) Foundation Scramble Silver Sponsor
- Partners in Design Architects (\$10,000) Foundation Scramble Diamond Sponsor
- Snap-on Incorporated (\$8,100) Foundation Scramble Platinum Sponsor (\$5,000) and Kenosha Earth Day (\$3,100).

The 28th Foundation Scramble will take place on Thursday May 26, 2022. To register, go to <https://www.gtc.edu/about-gateway/foundation-and-alumni/foundation-scramble>

The Foundation's Facebook following has grown to 640 with 5 additional followers joining in the month of April.

The 2022 Distinguished Alumni is Jesu's Anaya '80 of Kenosha. Mr. Anaya has owned Anaya's Auto Repair for more than 40 years. In addition to serving on the College's Automotive and Diesel Program Committees he is an active community volunteer. The Alumni Association will recognize him at this year's graduation and at a reception this summer.

The Alumni Association's following on Instagram is at 67. It's LinkedIn following has grown to 98 with 27 new Alumni following the association this month.

Marketing

We are excited to be a part of the planning efforts for the two in-person Commencement Ceremonies on May 17 and 18 at UW-Parkside's Sports and Activity Center celebrating our associate degree and technical diploma graduates as well as the GED/AHS Ceremony on May 25 at Gateway. Visit gtc.edu/commencement-ceremonies on May 17 & 18 to view the live stream and after the event to view photos of our graduates!

Celebrate Earth Day was held on the Elkhorn and Kenosha campuses in person again on Saturday, April 23. The weather was beautiful and both events had a great turn out. In Kenosha members of the community enjoyed children's activities, environmental displays, electronics recycling and a creek clean up. The Elkhorn Campus hosted a drive-through event with electronics recycling, tree seedling give-away and take home children's activities. [View Kenosha Campus event photos.](#)

The department has been working with various departments to finalize a variety of publications for the college including the [annual report](#), [Fast Facts](#), [Student Handbook](#) and [K-12 annual report](#).

ENROLLMENT

Year-to-date enrollment, including 2021 summer, 2021 fall, and 2022 spring is down -2.4% while still serving 539 more students than this time last year. Summer 2022 enrollment is positive 6.3%. Fall registration has begun with many enrollment events scheduled throughout the summer.

FINANCE, ADMINISTRATION & FACILITIES

Joint Review Board Representation

Sharon Johnson represented Gateway Technical College at a recent Village of Waterford Joint Review Board meeting.

Moody's Bond Rating - General Obligation Promissory Notes Series 2021-2022G

Gateway once again received a Aaa rating on the series 2021-22G bond issuance. Moody's cited the following ratings rationale for the current rating:

The Aaa rating reflects the district's large, diverse tax base located between the cities of Milwaukee (A2 negative) and Chicago (Ba1 stable), healthy financial position and a low debt and pension burden. The rating also considers the district's declining enrollment and limited revenue-raising ability. Fund balance increased modestly in fiscal 2021 (year-end June 30) because of the district's conservative enrollment budgeting and expenditure controls, and another modest surplus is likely for fiscal 2022.

FY 2022 - 2023 Insurance Renewals

Districts Mutual Insurance and Risk Management Services (DMI) recently presented estimated insurance coverage premium amounts effective for the July 1, 2022 - June 30, 2023 renewal year. Coverages provided by DMI include, casualty, terrorism, property, equipment breakdown, active threat/deadly weapon, and worker's compensation. As a whole, the increase for the premium for these coverages is estimated at 2.4% from FY 2021-2022. Gateway Technical College has been informed to expect at minimum, a 25% increase from FY 2021-2022 for cyber risk/network security coverage for the upcoming renewal year. The estimated renewal amount for cyber risk/network security will be reviewed by the DMI Board of Directors on May 20, 2022 with notification to all of the colleges after the DMI Board's approval.

Grants Update

Grant accounting staff continue to monitor project expenditures and provide financial resources for ongoing grant management. Also, developing risk assessments for the sub-recipients for the Workforce Innovation Grant.

FY 2022 - 2023 Budget Preparation Update

A Public Hearing was held on May 4, 2022 to hear the presented FY2022-23 Preliminary budget. This year's budget did pose challenges as we continue to navigate through the effects of COVID-19, however, through great collaboration of everyone involved in the budgeting process we were able to present a balanced

budget. A final budget will be presented at our June Board meeting. Thank you to all involved.

Facilities Projects

Parking lot projects throughout the district are gearing up, with the HERO Center lot repairs starting and the Racine Campus parking lot repairs starting at the end of May. On the Kenosha Campus, the LEA Simulation Room and Refrigeration Lab remodels are almost complete with final finishes and equipment arriving. On the Racine Campus, the Fire Suppression project is well underway in the Lake Building as well as the Technical Building.

Upcoming projects are gearing up to start with final design and engineering wrapping up for the Science Wing remodel, HVAC upgrades and parking lot repairs on the Kenosha Campus, the Culinary Lab remodel on the Elkhorn Campus and some sound abatement and parking lot repairs at the iMET Center.

Facilities Operations

The facilities team spent the past couple of weeks getting the campus ready for the Summer semester as well as coordinating many events and graduations on campus. Small projects are underway to enhance campus locations through deep cleaning of carpets and upholstered furniture, touch-up painting, stripping and waxing floors, and other minor repairs.

Safety and Security

The security team pulled in a majority of the team during the break between semesters to hone their skills and conduct training. With the support of instructors from the Law Enforcement Academy, the security team spent 80 hours working on their professional communication and de-escalation skills as well as conducting exercises to practice those new skills.

HUMAN RESOURCES

Magan Perez, Selina Bohn, Jacqueline Morris, and John Frost participated in Interest-Based Champion Training on April 29th. At this training they practiced having interest based dialogue in various scenarios as it pertained to their positions. Many members of the HR and Payroll team participated in the ½ day introduction to Interest-Based Dialog. At this training, the teams learned about the concept of the dialogue and the benefits of approaching conversation in this manner. Gateway received the Ascension Wisconsin Employer Solutions Award. Magan Perez and Jacqueline Morris attending the RAMAC meeting on April 28th to accept this award.



Jacqueline Morris, Magan Perez, and Heather Halbach attended an Employee Benefits Seminar hosted by Cottingham & Butler to review current trends in benefits and employee retention. Various topics discussed were real time employee engagement opportunities, networking with local employers and their benefits strategies, unique benefit ideas to set Gateway apart from other employers, and a keynote speech on the importance of employee retention.

Magan Perez organized this year's Health Risk Assessments through Healics sponsored by Group Health Trust. Magan and Heather Halbach greeted and checked in participants at the Elkhorn, Racine, and Kenosha campuses. Jessica Johnson and John Frost attended the Energage Climate Survey Results discussions.

Jessica Johnson attended the Ellucian Live 2022 Virtual Conference. Colleague, the college's ERP system, is a product of Ellucian. Jessica attended to learn on upcoming road maps of new features as well as network and discuss various solutions and recommendations from other colleges.

Jessica Johnson and John Frost met with Robbin Vester to discuss an Outcomes Based Funding Data process.

INSTITUTIONAL EFFECTIVENESS

As part of our ongoing student success work, Dr. John Thibodeau, Dr. Chris Neff, Olivia Navarro, Sabrina Morgan, and Jennifer Charpentier attended a convening of the Higher Educational Regional Alliance (HERA) at Marquette University. At the event, our team learned more about second chance programs for adult learners, networked with other HERA institutions with similar goals, and planned our work for the coming year to support student persistence and completion. Program Effectiveness Specialist Sam Lopez graduated from our internal Gateway to Leadership program this month. Congratulations, Sam!

Employee Learning

Employee Learning organized Faculty Professional Week activities from April 26 – 29 which included a program for all faculty focused on student assessment,

opportunities for meetings or training by school or department, and professional development workshop opportunities. The workshops covered 30 different topics ranging from instructional technology, DEI subjects, Strengths, and program-specific training. In all, 343 staff members participated in 2,047 hours of training.

The practice of Interest-based Dialogue was also introduced during Faculty Professional Week as a step toward improving collaboration and communication at the college. Participants in workshops offered learned the theory of Interest-Based Dialogue and practiced the communication skills that enable groups to work collaboratively to make decisions that integrate the needs, wants, and concerns of all stakeholders to the greatest extent possible. Furthermore, 23 staff members completed additional training to become “Interest-based Dialogue Champions” who can promote Interest-based Dialogue and facilitate dialogue among individuals and groups at the college. Employee Learning is working to provide additional Interest-based Dialogue training opportunities in the future.

Pathways and Program Effectiveness

The Program Effectiveness team provided targeted support to over 60 faculty members during the close of the annual assessment process. Faculty were engaged in several virtual work sessions where the team shared customized instruction on the submission process and discussed improvement activities for those program learning outcomes that were not met successfully. Programs will continue to submit assessment data through the end of May, at which time the team will analyze all program-level submissions and provide a snapshot of assessment performance for the 2021-22 academic year for the college as a whole.

Nancy Chapko, Instructional Design Strategist, was invited to serve as an Associate Chair for the Society for Information Technology and Teacher Education’s (SITE) Universal Design for Learning (UDL) Special Interest Group (SIG) for 2022-2023. The purpose of SITE’s UDL SIG is to provide a platform to SITE members to acquaint them with UDL, advance research in implementation of UDL at various levels of the education system, and foster dialogue and collaboration between practitioners, researchers, and academicians to develop activities and projects on UDL.

Two new articulation agreements were fully executed in April 2022, providing enhanced pathways to bachelor degrees for Gateway graduates. An agreement was formed with Southern Illinois University allowing graduates of our Fire Medic associate degree program to transition to a bachelor’s degree in Public Safety Management. In addition, our STEM Scholars partnership with Concordia University resulted in the development of a formal agreement, providing students in Gateway’s Civil Engineering and Information Technology programs the opportunity to transfer to a variety of applicable bachelor of arts and bachelor of science degrees with CUW. A team representing Gateway’s Student Assessment Committee presented *What’s Your Role in Student Assessment* to faculty at their 04/26 in-service meeting. The presentation included an opportunity for instructors to work in small groups to identify their roles in assessment and describe how they can support their respective program effectiveness coordinators.

Nancy Chapko, Instructional Design Strategist, presented *Engaged but not Invested: Practical Approaches Toward Education Equity for all Students* at the 2022 Quality Matters – Quality in Action Conference on 04/29. The annual Quality in Action Conference offers a selection of sessions that provide hands-on, practical experience for higher education instructors and designers to put them on a path to designing and teaching learner-centric courses that support learner success.

LEARNING INNOVATION DIVISION

Information Systems

The work to extract the data necessary for the Program Portfolio Project continues.

Continued the process of creating Ellucian Experience cards to replace Ellucian Web Advisor pages.

Continued the implementation of attachments in Self Service which would allow documents to be uploaded via Self Service.

Continued work on converting Colon Prompt reports to alternatives.

TechOps

We've continued testing the performance of our inter-campus fiber, this time on the Racine Campus. Test results and action plan are pending.

The Infrastructure team is replacing UPS (uninterruptible power supply) batteries across the District according to plan.

The Network team is having to improvise and delay our planned Cisco network switch upgrades due to the supply chain issues which are impacting many technology orders. Most equipment orders placed last August have still not been delivered. Current orders are estimated to ship anywhere from 6-10 months from the time of orders.

The team has achieved great progress in ramping-up the managed patching for our endpoint computers. This is one important aspect of our Cybersecurity strategy.

User Experience

Techs are continuing to package applications for deployment to our endpoints through Syxsense. They are also finalizing the deployment steps for deploying our Windows configuration through Intune. The summer will be spent updating our rooms from the traditional deployments we have done to our new standard with Intune and Syxsense.

The Multimedia team is busy with multimedia upgrades in 30 rooms to be completed over the summer. This includes replacing projectors with LED TVs and swapping out control equipment with the Wolfvision Cynap standard that we implemented a few years ago. The Quad Rooms in Racine are also targeted for upgrades this summer using this same standard.

Campus technicians continue to provide in-person and remote support for our end users. They are also busy upgrading the RAM in many classroom computers. We have elected to extend the life of the Desktop computers in the Computer Labs this way due to supply chain constraints and as a cost savings measure. Computer orders are taking anywhere from 18 to 24 weeks to ship, and the mini desktops we use in the labs have increased in cost by a factor of 2 or 2.5.

Work is continuing on the replacement ticketing system. The new system is being set up to replicate how the current system is implemented in regards to categories.

STUDENT SERVICES & ENROLLMENT MANAGEMENT

Admissions

As we prepare to begin our summer term the Admissions team has been working hard processing Guest Student Applications for students who wish to take courses with us and transfer them back to their home school. While these course takers do not have to complete a guest student application, when they do it offers a seamless experience for showing proof of prerequisites. April 1-22 the team has processed 30 Guest student applications already (triple what we had in March!).

With the notification that Nursing Assistant classes will resume in person facility clinicals, the team has been updating our messaging to students and assisting with the ordering of Medical Document Managers and reviewing our clinical clearance practices for the program.

Admissions has imported over 300 ACT Scores that were sent to us by Students taking the Statewide ACT Test in their high schools this Spring. We will continue to work with other teams and departments to recruit these students. "

New Student Specialist (NSS)

The Recruitment team attended many high school college and career fairs in southeast Wisconsin and northern Illinois. Plans for Fast Track events this summer are underway to assist with fall enrollment. The HERO Center hosted information sessions and tours for students enrolled in health occupation classes at four area high schools. Our Outreach Specialist represented Gateway at the HSI Network of Wisconsin strategic planning retreat. We also partnered with SC Johnson to provide an on-site application workshop for employees.

Student Finance Specialists (SFS)

Student Finance Specialists (SFS) have been calling HS Promise students and participated in a HS Application & FAFSA Workshop. Helping students complete financial aid SAP appeals for the upcoming Summer term. SFS team members made calls or emailed Racine/Kenosha county Workforce Development Center, Boys & Girls Club and community centers in an attempt to set up on site SFS availability to answer financial aid questions and provide FAFSA assistance. While some facilities stated they are not yet seeing much traffic, we did establish going into the WIOA office once/twice a month in Racine to provide FAFSA assistance. Began

working on Student Finance 'Need Assistance' categories for MyExperience. SFS are in the beginning stages of discussing the use of Advise to case manage Promise/Stem students.

Student Accounts

Student Accounts has now added additional communication regarding third party authorization funding! Students who have third party funding will now receive an email notification alerting them that the funds have been added and what the students next steps are for purchasing books and supplies! We are excited to help students by providing more account awareness!

Academic Advising

Academic Advising had their first ever, "Advising Week" to bring awareness to academic advising and the partnership between student and advisee. Peer Advisors continue to assist with registrations and outreach to students to encourage they register and connect with their academic advisor if they don't have an academic plan in place.

Financial Aid

To support FAFSA Completion within the state of WI, the Financial Aid Office (FAO) did outreach to high school counselors. This was to ask if they could encourage teachers to provide extra credit to high school seniors to provide proof that they completed their FAFSA. In another effort to complete FAFSA and financial aid (FA) file completion at Gateway, 8000 students were emailed that if they complete their FAFSA by May 13th, they would be entered into a drawing to win a \$50 Amazon Gift card or one of 50 - \$10 Amazon gift cards. Students who complete their financial aid file by May 20th, will be entered in a drawing to win one of 50 - \$10 gift cards. FAO team members sent regularly scheduled financial wellness emails to students to support Financial Literacy month. Targeted outreach was also done to encourage students who have graduated to complete federally required loan exit counseling. AN FA team member joined Career Services and the Impact Program to present to 17 local non-profits to talk about student employment opportunities which included federal work study. The FAO processed 47 FA SAP appeals and 18 M150 SAP Appeals for students who have attended 150% of the length of their program. FAO is excited to see students take advantage of the new FA SAP M150 Appeal provision.

Career & Employment Services

CES presented along with BWS at the International Institute of Wisconsin, the State Department, and Latin American Delegate from the International Visitor Leadership program meeting on April 11th. Topic of the presentation discussed partnership between CES/BWS, reverse career fair programming for Academy for Advanced Manufacturing program, and developing apprenticeship programs.

Collaborative Career Fair with the Kenosha Colleges was held- 70+ employers attended connecting with over 200 students for internship and full time opportunities. Employers attending the event included Haribo, Snap-On Credit, City of Racine, Froedtert South, Good Foods Group, Jockey International, Kenosha Human Development Services, Modine Manufacturing, and many more.

Non-Profit Outreach Presentation was held and co-presented with Impact Coordinator, Financial Aid, and CES on the ways we can partner with area non-profits for FWS, volunteer, and internship opportunities.

High School Partnership Presentation was presented with LMI Packaging on the earn and learn program to the High School Partners within our 3 districts to educate prospective students about the program. A resume construction workshop was conducted with the Kenosha Correctional Center cohort."

High School Partnerships

This year the High School Partnerships are wrapping up the High School year. We held our Annual Administrative Breakfast with Bryan. Our last one with Bryan as president! We took our high school partners on a tour of the New Lincoln Building and they saw "The Badger". We also held 14 different National Signing Day events on sight at the High Schools on April 14th. National Signing Day is where we celebrate students who are signing their letter of Intent to make their commitment to come to Gateway in the Fall. Katie and Sam are attending the annual Statewide Career Prep meeting in Madison. HS Partnerships also celebrated 144 Youth Apprenticeships. We held the YA students, their mentors/employers on the Elkhorn campus for lunch and gifts. Kim Enight has been busy with delivering Dual Credit T-shirts just in time for Dual Credit day next month. Kim has also holding Start College Now Registration event at the high schools to help the registration process go smoothly. We are looking forward to next month to add the last finishing touches on the end of the school year.

LEARNING SUCCESS

Student Support Counselors

The Student Support Counseling team has been meeting with students on a district-wide level with in person, zoom, or phone sessions. Several team members are also working on the multidisciplinary workgroup and trainers for Gateway to Inclusion curriculum and presentations. The Student Support Counseling team is working on curriculum as the facilitators of the next Crucial Conversation on Stress, Mental Health, Resilience, and Wellness. We continue to offer workshops for students and staff, most recently having facilitated Healthy Relationships in April.

Multicultural Program

The Multicultural Program continues to support students via virtual and on-campus student support services through advocacy, development, wellness support and community building. Support Specialists use phone conversations, text messages, emails, Zoom, Facebook via our Gateway Multicultural Page or Facebook Messenger, FaceTime, and Google Hangouts to communicate with students in meaningful and purposeful ways.

The Multicultural Program also continues to support Gateway's ELL population by providing weekly virtual conversation groups and one-to-one sessions to help the students improve their verbal communication skills.

Finally, from March 23 through April 1st, 2022, the Multicultural Program hosted the 2022 GLOW Leadership and Diversity Virtual Experience. The experience was met with great participation from the Gateway community and the community at-large. GLOW included sessions on biases and stereotypes, an interactive diversity event, Roundtable discussion with women in leadership, a gathering of leaders event with Honorable Judge Kashoua Kristy Yang as the keynote speaker, and a deliberative dialogue on advancing equity and inclusion for student success.

Veteran Support

In April, Veteran Support Group put up a Veteran Suicide Awareness display on Racine, Kenosha and Elkhorn Camps. We set up 22 pairs of boots representing the 22 veteran suicides per day. We took orders for Gateway Supports Veterans shirts with all proceeds going to "Fishing for Good". It is a WI non-profit that takes Veterans on fishing trips for free.



BUSINESS & WORKFORCE SOLUTIONS

BWS worked closely with 8 local companies to determine training needs that ultimately resulted in WAT grant applications. Collaborating with the Gateway Grants Department, 8 grants were submitted for a total request of \$434,601. The mix of companies includes long-time customers and companies that are new to BWS. The 22/23 grant companies are: Andis, Conagra, Horizon Machining Systems, Kroger, Lavelle, Pregis, Radius Packaging, and Rust-Oleum.

The BWS Team is excited to be working with Organizational Development Consultant, Amy Kline. Amy has been brought in to assist with enhancing the team's dialogue to continuously improve internal and external collaboration. Team members have met with Amy individually to discuss thoughts and share experiences within BWS. This month the team came together to meet with Amy in a focus group style to begin dialogue of the next steps going forward. The meeting was a great starting point, team members were engaged and ideas were flowing. The energy in the room was palpable as each individual began sharing thoughts and experiences. The journey with Amy will take time but BWS is confident and dedicated to taking the

team from good to great.

BWS instructors Albe Heinen and Liz Oplatka hosted a series of mentoring workshops, made available through an ECCA grant to Gateway's apprenticeship program. The workshops, delivered via Zoom, were designed to give workplace mentors skills to be effective in that role. The sessions focused on psychological safety in the workplace, communication for mentors and leadership for mentors. Attendance ranged from 10 to 15 participants in each of the sessions.

Gateway Industrial Design Fab Lab

The Fab Lab attended Muskego High School Manufacturing Day early in April.



Fab Lab Technician Adam Reed showcased advanced manufacturing, with robots and 3D printers.

The Fab Lab assisted with the Horlick Haribo Challenge as it is heading towards its conclusion. Students worked on their prototypes for the final presentation, to create a new gummy mold for Haribo.



Visitors to the Fab Lab this month were: Foundation Guitar builder recipient Garrett Randall, Ellsworth Cohorts for Certifications in Dremel Idea Builder 3D Printing, and Dremel LR40 Laser engraving, Racine County 4H, for an RC Workshop, Tool and Die Apprenticeship, Kenosha Correctional Center, and REAL School, which did the

Cardboard Bowling Challenge, and special guests from Mike Summers Building Trades and Carpentry.



The Alternative Growing class also concluded building this month, exploring different ways to apply advanced manufacturing to their projects.



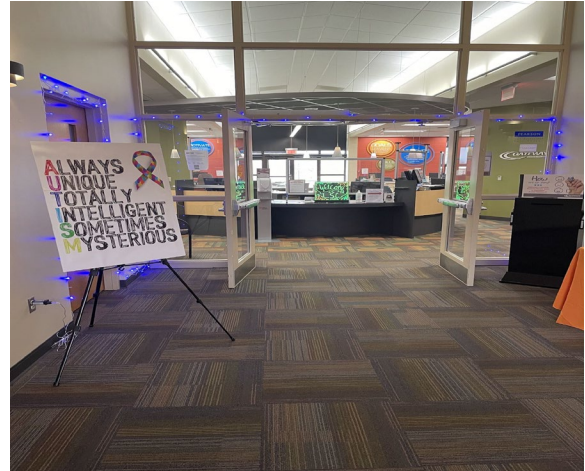
The Fab Lab also hosted a visit by Milwaukee's Cyber High School. Students learned about careers in technology Engineering and Advanced Manufacturing, while touring the iMET Center. Outreach visited Fontana School, St. Ritas for STEM Collaboration, and connected with Raymond Elementary in Franksville.



The Fab participated in Racine County 4H's Day of the Arts at Yorkville Elementary School. Students made 3D printed Lithophanes, while they learned about 3D printing, and all the career opportunities Gateway can offer.

OFFICE OF DIVERSITY, EQUITY & INCLUSION (DEI)

Autism Awareness Month

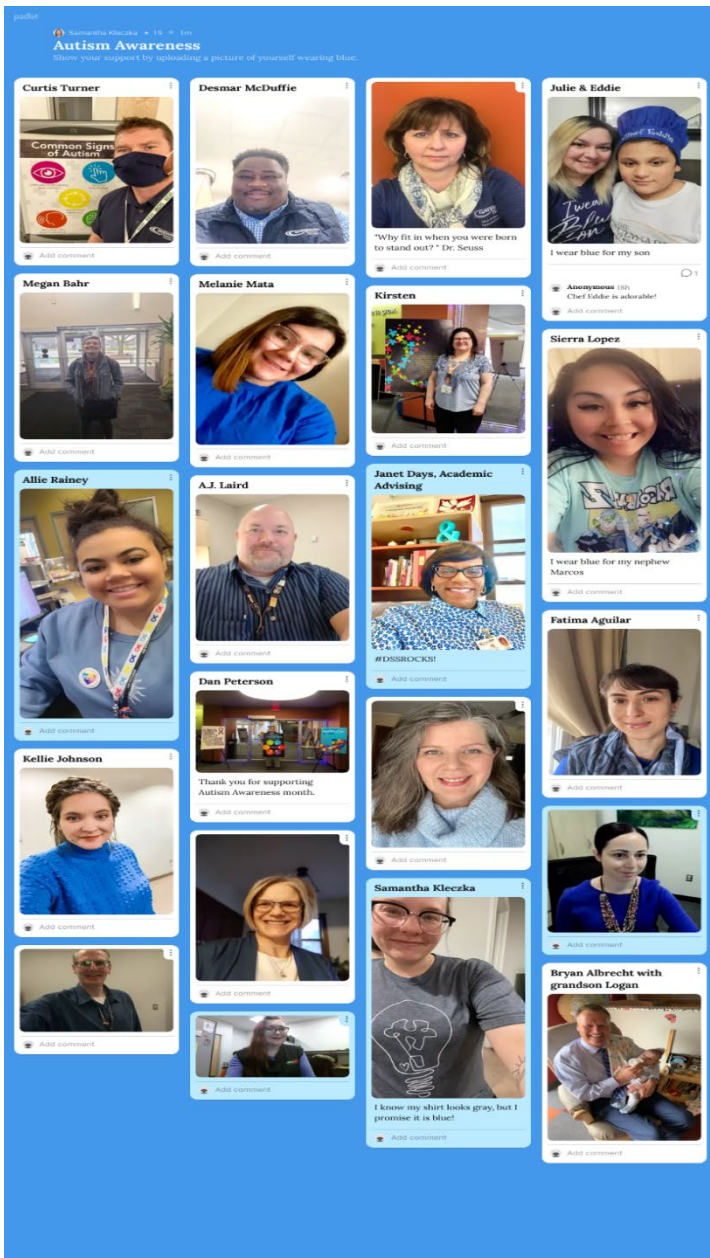


April was Autism Awareness Month and was celebrated here at Gateway through many different awareness events. On April 5th, Autism Awareness Trivia was held and attended by a group of 15 staff, faculty and students. Participants learned many facts and statistics about people with Autism. Three students were the lucky winners of some \$25 gas gift cards!

On April 11th, 12th, and 13th, the committee held tabling sessions on each campus. Students were able to get some goodies including sensory fidgets and stress relief balls to help prepare them for finals week. Students were also given sugar cookies made into the shape of puzzle pieces by our very own Culinary students on our Elkhorn campus.

On April 14th a Crucial Conversation was held to talk more about how to work with students on the Autism Spectrum. This conversation included input from one of Gateway's own instructors, who is a parent to a child on the spectrum. The Crucial Conversation had over 20 participants engaged in the session.

The final event on April 20th was a Padlet that everyone lit up blue by wearing a blue shirt and posting a picture to support Autism Awareness. The Learning Success Centers on each campus were also decorated for the month with blue lights and informational posters for the month to help promote awareness.

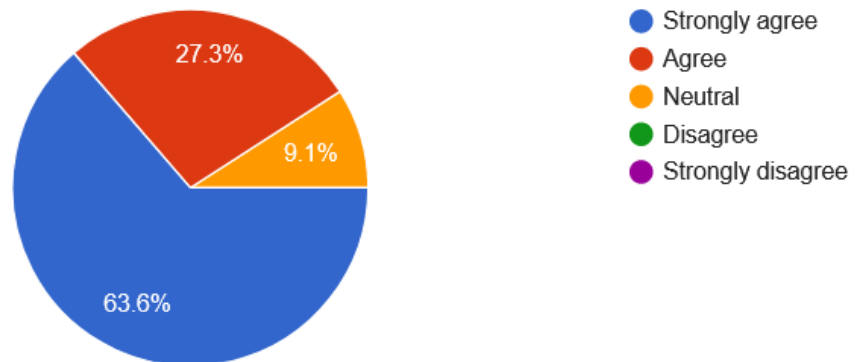


The Office for Equal Opportunity and Civil Rights will be launching a new training, Gateway to Inclusion, that helps employees learn how to take events that are initially negative and turn them into productive dialogue and serve as gateways to greater understanding and reduced bias. Starting in May 2022, Gateway will offer nine sessions of Gateway to Inclusion.

Providing workplace accommodations is critical for employees to be successful at their jobs when disabilities create challenges for them. Gateway's Office for Equal Opportunity recently surveyed employees who received accommodations in the past

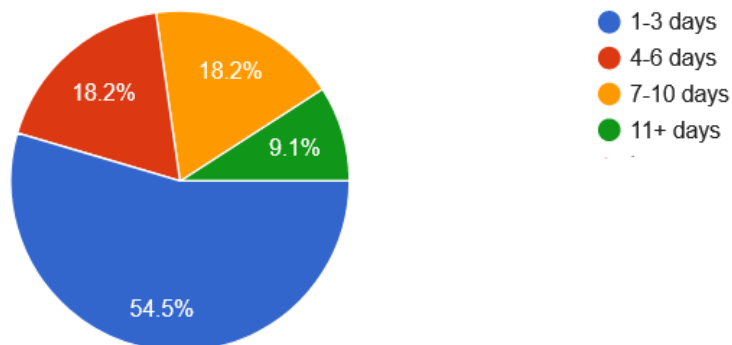
14 months. Here are some highlights of the results.

It was easy to start the accommodation process.



How many business days were there between your request for an accommodation and the implementation of your accommodation (either temporary or permanent accommodations).

100%



I felt respected during the accommodation process.

100%

