



MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Diversity, Equity, and Inclusion Committee

DATE: June 20, 2023

TITLE: Equity Scorecard: Key Performance Indicator (KPI) 5
Overview and Update

Proposed New Policy or
Amendment to Existing Policy

Approvals Required by
Policy

Other Approvals

Monitoring/Compliance

Information

PRESENTERS

Andriel Dees, Vice Chancellor for Equity and Inclusion

Tarrence Robertson, Project Director for Diversity, Equity and Inclusion

Priyank Shah, Executive Director for Center for Data Access & Analytics

PURPOSE

In a joint effort, the Office of Equity and Inclusion and the Center for Data Access & Analytics will present the Equity Scorecard Key Performance Indicator (KPI) 5. KPI 5 focuses on establishing and reviewing the structures, strategies, and actions that are requisite for advancing EDI in a cross-functional and multi-faceted manner. During the presentation, information will be provided about the development of KPI 5, discuss the current status and future steps and considerations for integrating KPI 5 into the Equity Scorecard.

BACKGROUND INFORMATION

Equity Scorecard Background

The Minnesota State Equity Scorecard seeks to provide a clear and holistic view of equity gaps across key facets of equity and inclusion. The scorecard serves as a vehicle for creating greater awareness of considerations for pursuing equity in the outcomes and experiences for all stakeholders across the system. Elements of the Equity Scorecard continue to be built and refined with the aim of integrating the first phase of KPI 5 by Summer 2023.

The 6 Key Performance Indicators (KPIs) are:

1. Student Success
2. Compositional Diversity
3. Employee Retention & Development
4. Supplier Diversity
5. Equity Strategies, Structures, & Actions (*In Development*)
6. Campus Climate (*In Development*)

KPI 5 Overview

KPI 5: Equity Strategies, Structures, and Actions aims to provide a view into the presences of key institution level strategies and structures that are needed to address equity gaps. The objectives are to:

1. Provide baseline view of the presence of requisite strategic elements for advancing equity and realizing Equity 2030.
2. Facilitate strategic consideration of actions and structures that need to be established or matured to address matters of equity, diversity, inclusion, and belonging.
3. Support prioritization & decision making for ensuring strategic opportunities and structures are being cultivated to close equity gaps in institutional outcomes.
4. Support Accreditation (HLC & others) by providing evidence of strategic structures and efforts instrumental to improving equity, diversity, and inclusion (EDI).

Please note that KPI 5 does not aim to capture intention, impact, or the effectiveness of structures and strategies. It also does not supplant or replace other important existing structures and processes (e.g., Equity Plans, Affirmative Action Plans, campus climate surveys, etc.).

Tentative Campus-Level Elements for KPI 5:

The college or university has:

1. *An active Bias Incident Response Team.
2. *An established American Indian Advisory Council (legislatively required for schools with 10+ full-time American Indian students, if requested).
3. *Administered a campus climate assessment within the last 3 years.
4. *An approved affirmative action plan.
5. Established a council or committee that is dedicated to advancing EDI efforts.
6. A dedicated and filled leadership role for leading EDI efforts (e.g., Campus Diversity Officer).
7. Published a strategic EDI plan that is reviewed and assessed annually.
8. A concerted effort or group leading work focused on anti-racist pedagogy/curriculum, culturally responsive pedagogy/curriculum, and/or universal design for learning.
9. Developed a strategic enrollment management (SEM) plan that uses disaggregated data and centers equity to inform recruitment and persistence strategies and outcomes.
10. Established a policy review process that uses an equity lens.
11. Normalized the practice of using disaggregated data for conducting academic planning and review with an equity lens.
12. Targeted student support services for BIPOC and underserved students (e.g., dedicated orientation, LGBTQ+ resource center, 211 partnership).
13. Adopted anti-racist and inclusive employee hiring and retention practices.

**Denotes required by law, legislative requirement, or Chancellor's mandate.*

Next Steps

Continue engaging stakeholder groups to generate feedback and refine KPI 5 elements. The integration of KPI 5 into the Equity Scorecard will move forward in a phased approach:

1. Establish and integrate core elements into the scorecard;
2. Continue to develop progress markers and criteria for assessing KPI 5; and
3. Integrate reporting of progress toward, and visualization of elements in the Equity Scorecard.

Timeline

- Spring 2023: Engage system- and campus-level leadership and stakeholder groups to receive input on KPI 5 elements.
- June 2023: Present to Board of Trustees
- July 2023: Integrate KPI 5 core elements into the Equity Scorecard
- Fall 2023: Determine reporting mechanisms to capture campus- and system-level KPI 5 progress; continue development of progress markers.
- Spring 2024: Engage system- and campus-level leadership stakeholder groups on measurement and visualization recommendations.
- Summer 2024: Integrate ability to measure KPI 5 progress into the Equity Scorecard dashboard.