



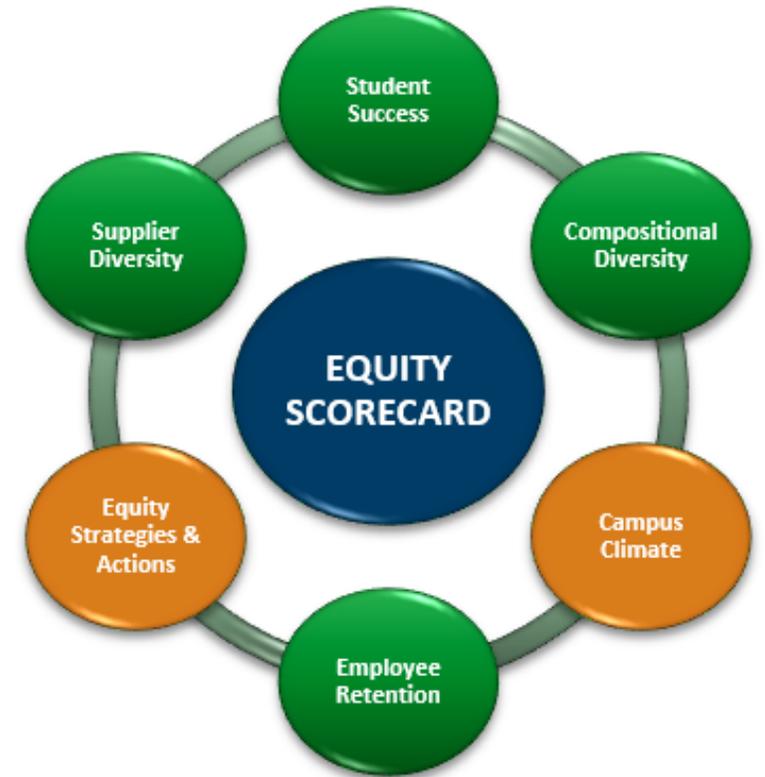
Office of Equity & Inclusion
The Center for Data Access & Analytics

Minnesota State Equity Scorecard: Building Out KPI 5: Equity Strategies & Structures

June 2023

Equity Scorecard – Current State

- **Equity Scorecard Aims**
- **Status:**
 - Prototype -> Dashboard -> Ongoing Refinement & KPI Development
- **Expanding Access**



KPI 5 Equity Strategies & Actions

Conceptual Overview

In keeping with using a holistic and multifaceted approach to equity efforts, we need to consider if the key strategy and structure elements that help support equity efforts are in place.

KPI 5 Helps:

1. Provide baseline view of strategies at a campus: Overview of the structures and strategic elements campuses are leveraging to advance equity and realize Equity 2030
2. Facilitate strategic consideration of what is needed or being done to advance equity, diversity, and inclusion at a school.
3. Allows campuses to identify areas of opportunities and growth toward closing institutional performance gaps.
4. Support's HLC Accreditation Assurance efforts.

KPI 5 Parameters

- Baseline View: Documents establishment of, and progress towards, key strategic and structural elements that institutions should have in place to pursue Equity 2030 goals and narrow equity gaps.
- Core Foundational Elements: Encourages putting into place key components, that are supportive of institutions to make progress towards Equity 2030; elements identified using stakeholder input about best practices & requisite structures.
- One size does not fit all: Important to acknowledge that local campus context shape variations in how structures, resources, and strategies are realized/manifested.

KPI 5 Parameters

KPI 5 Does Not:

- Specifically aiming to capture intention, impact, or effectiveness of structures and strategies.
- Supplant or replace other important existing processes and structures (i.e. Affirmative Action Plans, Equity Plans, campus climate surveys, etc.).

Tentative KPI 5 Elements: Equity Strategies, Structures, & Actions

The college/university:

1. * Has an active **Bias Incident Response Team**.
2. * Has an established **American Indian Advisory Council** (legislatively required for schools with 10+ full-time American Indian students, if requested).
3. * Has completed a **campus climate assessment** within the last 3 years.
4. * Has an approved **Affirmative Action Plan**.
5. Has an established **council or committee that is dedicated to helping advance campus Equity, Diversity, & Inclusion efforts**.
6. Has a dedicated and filled **leadership role for leading equity, diversity, and inclusion** efforts (such as a CDO (Campus Diversity Officer)) and the position is filled.
7. Has a published strategic **EDI (Equity, Diversity, & Inclusion) plan** that is reviewed and assessed annually.
8. Has a concerted effort or group leading work focused on **anti-racist pedagogy and curriculum, culturally responsive pedagogy and curriculum, and/or universal design for learning**.
9. Has developed a **strategic enrollment management (SEM) plan** that uses disaggregated data and centers equity to inform recruitment and persistence strategies and outcomes.
10. Has an established **policy review process** that uses an equity lens.
11. Has a normalized practice of using **disaggregated data and conducting academic planning and review with an equity lens**.
12. Has **targeted student support services** for BIPOC and underserved students (such as dedicated orientation, LGBTQ+ resource center, 211 partnership).
13. Has adopted **anti-racist and inclusive hiring and retention practices**.

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

Next Steps & Future Directions

- Phased Approach
 - Stakeholder engagement & feedback
 - Integrate KPI 5 core elements into the Equity Scorecard (Summer 2023)
 - Refine KPI 5 core elements
 - Determine progress and reporting mechanisms
 - Integrate KPI 5 progress and reporting mechanisms (Summer-Fall 2024)
- Continue development of KPI 6 (Campus Climate)
- Ongoing support and alignment to Equity 2030
 - Integration with other key strategies & initiatives
- Expand access permissions
- Move towards public-facing
- Longitudinal view of Equity Gap Progress
- Additional metrics and measures

Discussion – Q&A



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