



MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Committee of the Whole

DATE: June 17, 2024

TITLE: Equity 2030 Framework

Action

Review and Discussion

This item is required by policy

PRESENTERS

Andriel Dees, Vice Chancellor for Equity & Inclusion

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

Tarnjeet Kang, Director of Equity Assessment

PURPOSE

In June 2023, the results of an Equity 2030 advisory review were shared with the Board of Trustees. As a result of the recommendations from the review, the OEI team collaborated with system stakeholders to develop an Equity 2030 Framework, with an accompanying Roadmap and Evaluation Plan. This presentation will provide an update to the Board of Trustees on progress made so far to develop the Equity 2030 Framework.

BACKGROUND INFORMATION

Equity 2030 Framework Update

Inception of Project

In June 2023, the Office of Equity & Inclusion (OEI) shared the results of an Equity 2030 advisory review with the Board of Trustees. As a result of the recommendations from the review, the OEI team collaborated with system stakeholders to develop an Equity 2030 Framework. The aim of the project was to:

- Address recommendations that were outlined in the review;
- Respond to stakeholder questions regarding progress towards Equity 2030 goals;
- Create a strategic approach to shift from monitoring equity-related data in the system to evaluating progress towards the Equity 2030 goals against set milestones and criteria;
- Equip OEI with the tools to help the Minnesota State community understand the progress being made towards the Equity 2030 goals, and how various systemwide tools, data sources, and other resources can be leveraged to help meet the Equity 2030 goals.

Structure of the Framework

The framework is composed of three sections:

- 1) Overview: Overview of Equity 2030, as well as the different existing tools, policies, strategies, data, and how they contribute to Equity 2030 (Equity Scorecard, EbD, Guided Learning Pathways, etc.)
- 2) Roadmap: Roadmap which covers the steps we are taking as a system to reach Equity 2030, including milestones/goals and timeframe
- 3) Evaluation Plan: Template based on the Roadmap to track progress being made towards Equity 2030 goals on an annual basis.

Outcomes of the Equity 2030 Framework Development Project

To meet the objectives outlined above, the Office of Equity & Conclusion coordinated the following steps:

- Identification of existing resources and practices: Minnesota State divisions at the system office were consulted to identify existing tools, data sources, frameworks and initiatives that are already in place to support campuses in eliminating key equity gaps. This included discussions with leadership the divisions of Academic & Student Affairs (including Career & Technical Education), Human Resources, Marketing & Communications, Government Relations, Information Technology, Workforce Development and Finance. The outcomes of these discussions will inform the development of a summary document that will help stakeholders across the Minnesota State system more easily identify the resources available to them, and how they support the Equity 2030 goals.

Additionally, a landscape scan was conducted with all 33 Minnesota State institutions to identify the promising practices they engage in to support their work towards the Equity 2030 goals. Based on the submissions received from institutions, a list of Equity 2030 Promising Practices was created, organized according to the 6 dimensions of the strategic initiative. The list of practices can be found on slides 9 and 10 of the accompanying PowerPoint presentation.

- Development of Equity 2030 Roadmap: A feedback loop was created with two major stakeholder groups: The Equity & Inclusion Council which includes representation from all bargaining units, student associations, and key Equity professionals from institutions; and Leadership Council of Presidents and the Chancellor's Cabinet. These two groups explored different models and metrics of assessing progress towards the Equity 2030 goals. This presentation provides an outline of the Equity 2030 Roadmap which was a key outcome of these collaborations. The following metrics and demographics for disaggregation were identified:

Equity 2030 Progress Metrics

For each of the following metrics:

Close equity gaps by:

(where data is available)

1. Fall to Fall Persistence & Completion
2. 150% of time Completion
3. Course completion/success
4. Co-curricular metric(s)

Race and ethnicity

Socioeconomic status

First generation status

The appendix section of this document establishes the system’s roadmap for Equity 2030, and provides three key pieces of information based on the metrics identified above:

1. Baseline data for the metrics from the inception of Equity 2030, or earliest data available
2. Most recent data available for each metric, to assess the progress made so far
3. System-level milestone goals at years 2026, 2028 and 2030, with the aim of eliminating equity gaps.

Additional consultations and presentations have taken place with other stakeholder groups such as the Equity Scorecard Working Group, Campus Diversity Officers, and collective bargaining units. In the coming year, further engagement with stakeholders will take place to familiarize our system with the framework, roadmap and evaluation plan.

- Clarification of Equity 2030 Goal: The discussions with stakeholders revealed that consideration of equity gaps for first generation students was key for the system, and critical for examining the broader state context. First generation status is already tracked as an equity metric in the Minnesota State Equity Scorecard. As a result, language has been included in the framing of the Equity 2030 goal to reference first generation status. Feedback from stakeholders also advocated for the inclusion of geographic and workforce contexts in the evaluation of progress towards Equity 2030 goals.

As a result, the wording of the broader aim has been clarified to state: “Close educational equity gaps across race and ethnicity, socioeconomic status, and first generation status by the year 2030, with consideration of Minnesota’s geographic and workforce contexts”.

- Identification of further resources needed: The discussions also highlighted the need for the system office to develop additional training opportunities and resources to support Minnesota State institutions as they move towards eliminating key equity gaps. This includes training on the framework, shared learning opportunities on promising practices relating Equity 2030, the need for further contextual analysis and qualitative data collection, as well as strengthening of localized equity-oriented evaluation capacity.

Next Steps

In response to the request from system stakeholders for additional resources to support the implementation of the Equity 2030 Roadmap, the Office of Equity & Inclusion will collaborate with other divisions to create and implement the following:

- Trainings on the Equity 2030 Framework, Roadmap and Evaluation Plan
- Provide stakeholder presentations to familiarize system stakeholder groups with the components
- Identify existing resources that support localized evaluation methodologies, and create additional resources where necessary
- Establish the Ethnography of Equity 2030 project to support contextual analysis, exploration of promising practices, and bring together multiple datasets and secondary sources for comprehensive analysis
- Explore additional avenues of analysis of equity related data, such as disaggregation by ethnic group, alternative comparison groups and benchmarks, and contextual analysis relating to workforce and geographic trends
- Host an Equity 2030 Summit next year, which will bring together different divisions and functional areas to reflect on progress made so far, and the way forward with the remaining years of the strategic initiative.

Appendix: Equity 2030 Roadmap

Metric 1: Fall-to-Fall Persistence & Completion					
Student Group	Baseline Fall 2018 Cohort	Current Fall 2022 Cohort	Milestone 2026	Milestone 2028	Goal 2030
Race & Ethnicity					
American Indian/Indigenous	-24%	-23%	-14%	-7%	Equity Gaps are Less than -5% between groups
Latinx/Hispanic	-12%	-9%	-5%	-2%	
Two or more races	-11%	-10%	-8%	-4%	
Black/African American	-11%	-10%	-7%	-4%	
Asian	-4%	-7	-3%	-2%	
Pell-Eligible	-11%	-11%	-7%	-4%	Less than -5%
First Generation (MN)	-8%	-9%	-5%	-2%	Less than -5%

Metric 2: 150% of Time Completion

Student Group	Colleges 3 Years				Universities 6 Years				Goal 2030
	Baseline	Current	Milestone 2026	Milestone 2028	Baseline	Current	Milestone 2026	Milestone 2028	
	Fall 2016 Cohort	Fall 2020 Cohort			Fall 2013 Cohort	Fall 2017 Cohort			
Race & Ethnicity									
American Indian	-19%	-26%	-17%	-8%	-20%	-24%	-16%	-8%	Equity Gaps are Less than -5% between groups
Latinx/Hispanic	-16%	-16%	-11%	5%	-11%	-8%	-5%	-2.5%	
Two+ races	-13%	-14%	-9%	-5%	-14%	-14%	-9%	-4.5%	
Black/African Am.	-13%	-13%	-8%	-4%	-14%	-13%	-8%	-4%	
Asian	-11%	-12%	-8%	-4%	-7%	-11%	-7%	-3%	
Pell-Eligible	-12%	-13%	-8%	-4%	-10%	-11%	-7%	-3%	Less than -5%
First Gen (MN)	-11%	-13%	-9%	-5%	-5%	-6%	-4%	-2%	Less than -5%

Metric 3: Course Success (Single Year Equity Gap)

Student Group	Baseline FY 2019	Current FY 2023	Milestone 2026	Milestone 2028	Goal 2030
Race & Ethnicity					
American Indian/Indigenous	-16%	-18%	-11%	-5%	Equity Gaps are Less than -5% between groups
Latinx/Hispanic	-10%	-10%	-8%	-4%	
Two or more races	-11%	-10%	-6%	-3%	
Black/African American	-14%	-16%	-11%	-5%	
Asian	-4%	-7%	-4%	-2%	
Pell-Eligible	-8%	-10%	-6%	-3%	Less than -5%
First Generation (MN)	-4%	-7%	-4%	-2%	Less than -5%

Metric 4: Co-Curricular Metric - Campus Climate

Student Group	Cohort 1* (Spring 2023)	Baseline at 2025 End of 3-year cycle	2028 Milestones	2031 Milestones
Percent of students that strongly agree & agree they “feel welcome at their institution.”				
All Respondents	82%	Data Collection Continues	Informed by Baseline Data	Informed by Baseline Data
Students of Color	80%			
Not-Students of Color	85%			
First Generation (Fed)	83%			
Not-First Generation	83%			

Percent of students that strongly agree & agree they “feel a sense of belonging at their institution.”				
All Respondents	71%	Data Collection Continues	Informed by Baseline Data	Informed by Baseline Data
Students of Color	69%			
Not-Students of Color	73%			
First Generation (Fed)	72%			
Not-First Generation (Fed)	72%			

Structural Goal Milestones to Support Equity 2030

System Wide Structural Goals	Baseline Efforts 2020 – 2024	Milestones FY 2026	Milestones FY 2028	Cumulative Goals FY 2030
Strategic EDI Plans	Development of Strategic Planning Toolkit	Institutions have an EDI plan or EDI built into strategic plan	Institutions have a published & assessing EDI Strategic Plan	Institutions annually assess progress toward EDI goals & develop next EDI plan
Strategic Enrollment Management Plans	SEM plan developed & professional development opportunities	All institutions create SEM plans. System wide access to SEM data resources.	Institutions pursue Minnesota State Guided Learning Pathways & SEM strategies	Institutions annually assess progress toward SEM goals & develop next SEM plan
Academic Planning & Review	System-wide APR moving from planning stage to approval	Development of resources for APR process	Embed EbD in APR process	Complete full cycle of APR across Minnesota State institutions.