



MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Diversity, Equity and Inclusion Committee

DATE: October 17, 2023

TITLE: Equity Scorecard Update

Action

Review and Discussion

This item is required by policy

PRESENTERS

Andriel Dees, Vice Chancellor for Equity and Inclusion

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

Tarrence Robertson, Project Director for Diversity, Equity and Inclusion

PURPOSE

In a joint effort, the Office of Equity and Inclusion and the Center for Data Access & Analytics will provide an overview and update on the Equity Scorecard. During the presentation, background information on the Scorecard will be provided, as well as a brief demonstration of the resource. Equity gaps for student success outcomes will be discussed and future directions for enhancing and leveraging the Equity Scorecard tool.

BACKGROUND INFORMATION

Equity Scorecard Purpose and Overview

The Equity Scorecard is an instrumental tool for creating greater awareness of, and accountability for, equity gaps across key facets of our institutions and system which are relevant to impacting equity, diversity, and inclusion. The approach includes a holistic view of measurable Key Performance Indicators (KPIs), which together aim to help campus leaders foster institutional change through data-informed decision making to address disparities and close equity gaps for students and employees alike. The Minnesota State Equity Scorecard is intended to evolve and work to continue refine the current dashboard is an ongoing process that is undertaken by the Equity Scorecard working group.

The 6 Key Performance Indicators are:

1. Student Success
2. Compositional Diversity

3. Employee Retention & Development
4. Supplier Diversity
5. Equity Strategies, Structures, & Actions (*In Development FY2024*)
6. Campus Climate (*In Development FY2024*)

Objectives and Aims

- Provide clear picture of disparities in student and employee outcomes.
- Make equity gaps evident and readily understandable.
- Encourage holistic understanding of interlinked facets of equity, diversity, inclusion, and belonging.
- Prompt consideration & inquiry of conditions/factors impeding equitable outcomes.
- Inform strategies & facilitate process for identifying opportunities for pursuing equity.

Equity Scorecard Timeline

- Conceptualization & Workgroup Convened: Fall 2019
- Prototype Development: Fall 2020
- System Level Roll-up Scorecards: Fall 2021
- Campus Level with Restricted Access: Summer 2022
- Expanded Access: Fall 2023
- Additional Metric Development: Summer 2024

Audiences for the Equity Scorecard

The Equity Scorecard is currently available to all Minnesota State employees. Work is underway to establish a public-facing version of the Equity Scorecard that will be available to all students, employees, and the public.

Key audiences for the Equity Scorecard include:

- Leadership teams across Minnesota State's colleges, universities, & system office
- Leadership of various constituent groups (e.g., student organizations, bargaining units, deans)
- Colleagues and partners working to advance equity within Minnesota State

Intended Use of the Equity Scorecard

- Increase familiarity with & awareness of disparity patterns and equity gaps.
- Normalize understanding and engagement of equity-related needs & issues.
- Facilitate meaningful discussion of challenges, opportunities, & considerations related to equity.
- Prompt inquiry into how the Equity Scorecard can help facilitate/inform strategies for realizing greater equity.
- Consideration of existing and additional efforts/strategies to narrow equity gaps.
- Reflect and inform on how Minnesota State can support equity efforts & strategies.

Tools & Resources

1. Equity Scorecard Resource Site:
<https://mnsu.sharepoint.com/teams/SO-EquityScorecard380-Team>
2. Equity Scorecard User Guide and Facilitation Tool:
<https://www.minnstate.edu/system/equity/docs/Equity-Scorecard-Guide-and-Facilitation-Tool1.pdf>
3. Fall 2022 Equity Scorecard Training & Overview Webinar Recording:
<https://www.minnstate.edu/system/equity/Equity%20Scorecard.html>

Questions for Board of Trustees Consideration

1. What areas should Minnesota State focus on to move the dial towards reaching the goal of closing our equity gaps?
2. We have systemwide approaches and tools, e.g. Equity by Design, Equity Scorecard, and Campus Climate, that are aimed at ensuring that we provide institutions with promising practices. However, are there further sustainable interventions to consider that get at the root cause of the equity gaps?
3. What else do you think we need to be considering?