



October 2023

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

Equity Scorecard Update

Diversity, Equity and Inclusion Committee

Board of Trustees

Equity Scorecard

Background & Looking Ahead

- Current version, 2019
- Evolving tool & collaborative effort
- Resource for advancing Equity 2030

Partnerships & Acknowledgements

- Constituents from campus and system office
- Workgroup
- IR/IE, HR, Finance, CDOs, Legal, SEM, Academic Affairs, Student Affairs, student organizations, IT and Leadership Council

Equity Scorecard and Strategic Aims



Important Considerations

- Not an exhaustive analytical tool
- Iterative in nature; not “written in stone”
- Will not tell us, or determine, root causes of equity gaps
- Multiple identities & intersectionality
- Not intended to supplant existing/on-going efforts
- Others in higher education are engaging in such efforts & tools
- Much work ahead: processes, mechanisms, & collaboration

Equity Scorecard Overview

Equity Scorecard Overview

Big Picture

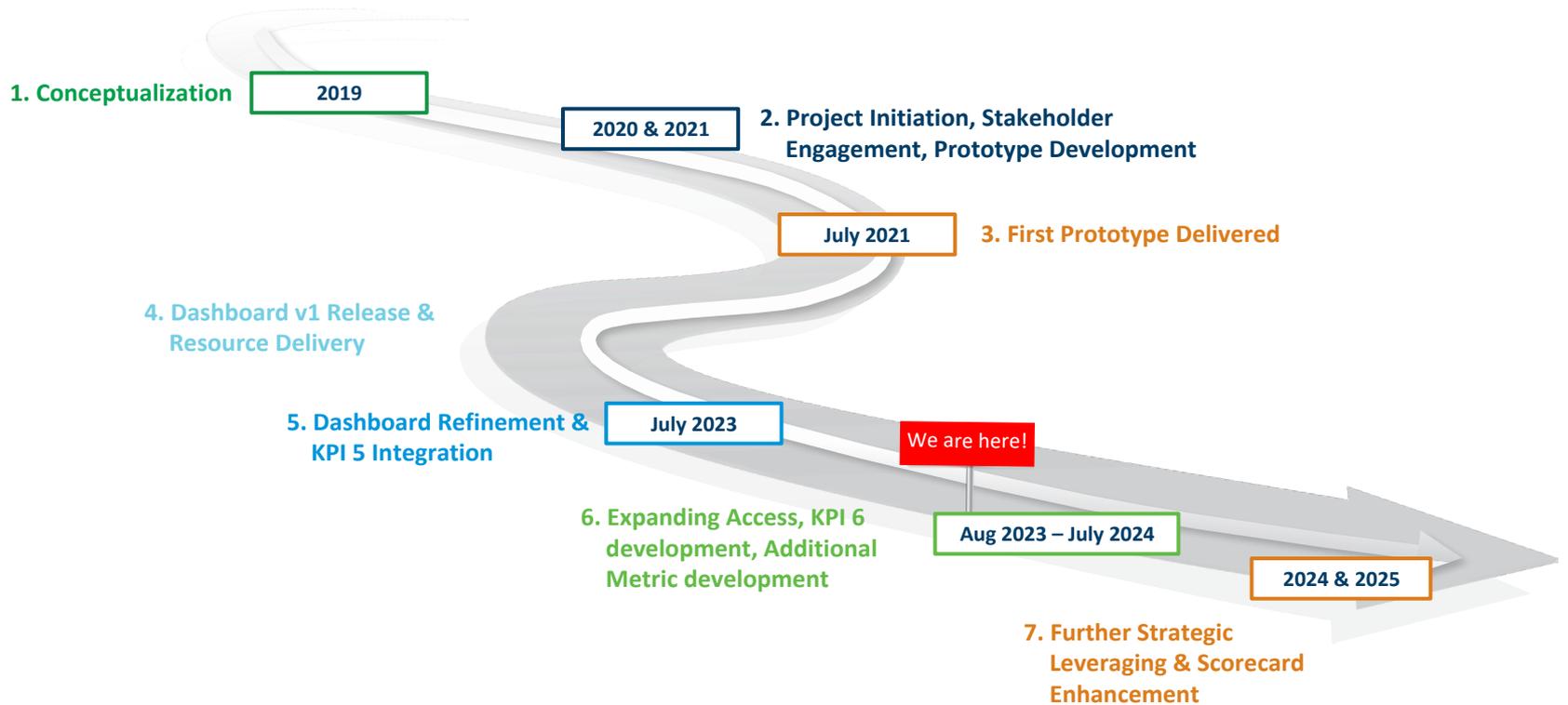
1. Provide picture of disparities in student and employee outcomes
2. Make Equity Gaps evident & readily understandable
3. Encourage holistic view of interlinked facets of equity, diversity, & inclusion
4. Prompt inquiry & consideration of conditions/factors impeding equitable outcomes
5. Inform strategies & facilitate process for identifying opportunities for pursuing equity

Key Performance Indicators

- Multifaceted & Holistic
- Key Performance Indicators
 1. Student Success
 2. Compositional Diversity
 3. Employee Retention
 4. Supplier Diversity
 5. Equity Strategy & Action *(In Development)*
 6. Campus Climate *(In Development)*



Equity Scorecard | Rollout & Milestone Roadmap



Leveraging the Scorecard: What's Next?



Next Steps – FY 2024

Continued Development of Scorecard

- KPI 1, 5 & 6
- Development of needed metrics and measures
- Convening new workgroup

Enhancing Visuals – Longitudinal Data

Consideration of how Equity Scorecard can be further leveraged to support to Equity 2030

- Normalization and acclimation to the tool
- “See” the equity gaps
- *Prompt inquiry into how equity gaps can be impacted – campus level strategies*

Equity 2030: Roadmap & Evaluation Framework

Resources & Tools

Website

www.minnstate.edu/system/equity/Equity%20Scorecard.html

Equity Scorecard User Guide and Facilitation Tool

- FAQ in Appendix A of User Guide

<https://www.minnstate.edu/system/equity/docs/Equity-Scorecard-Guide-and-Facilitation-Tool1.pdf>

Fall 2022 Equity Scorecard Training & Overview Webinar Recording

<https://www.minnstate.edu/system/equity/Equity%20Scorecard.html>



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