



April 18, 2023

Office of Internal Auditing

Joint Audit and Diversity, Equity, and Inclusion Committees

Project Results – Equity 2030 Assessment

(Advisory Project)

MINNESOTA STATE

Background & Approach

- **June 2019:** The Board approved the Equity 2030 Goal which aims to close educational equity gaps across race and ethnicity, socioeconomic status, and geographic location by the end of the decade at every Minnesota State college and university.
- **June 2022:** The Audit Committee of the Board of Trustees approved an advisory review on the status of the Equity 2030 goal to provide an objective lens on maturity and progress.



Selected seven colleges and universities for a detailed review



Developed observations and recommendations to assist the system to focus on next steps and continue their progression towards Equity 2030

Objectives

The overall objective of this review was to assess the status of the six strategic dimensions of Equity 2030:

Academic Success

Evidence-based
Decision Making

Student Engagement

Financial Resources

Workforce and Talent
Diversity

Enhanced Access

The report focused on:

- Accelerators to success of Equity 2030
- Obstacles to success of Equity 2030
- Resources needed to achieve the goals outlined in Equity 2030
- Areas of ambiguity or inconsistency across the system
- Measures to determine achievement of Equity 2030 goals and accountability for maintaining these goals

Risk

Why does it matter?



Conclusion

What did we find?



Improvement Opportunities and Recommendations



Management Response

Next Steps



Management Response and Next Steps

- Create an Equity 2030 accountability framework, including an evaluation framework, utilizing current tools such as Minnesota State Guided Learning Pathways framework to monitor progress and implementation towards established goals
- Create a roadmap of milestones and reporting cadence of the accountability framework
- Continue to roll out accountability measures such as the Equity Scorecard
- Further support institutions through mechanisms such as trainings, including discussions of corrective actions, which will serve as an accountability check

Management Response and Next Steps

- OEI and system division partners will explore and implement resource and information sharing mechanisms across the system.
- OEI will work with CDOs and other stakeholders to encourage institutional practices that allow for institutional memory and resources relating to equity to be preserved during periods of staff turnover.

Management Response and Next Steps

- Supplier diversity monitoring through creating dashboard reports that will allow campuses to monitor diverse spend against a baseline. Reports will be available at the system and institutions.
- Review and implementation of supplier diversity procedure



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