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Equity 2030 Framework

Board of Trustees

Committee of the Whole

June 17, 2024

Why are we undertaking this work?

- » Equity 2030 Audit - Key Recommendation
- » Board of Trustees - Need for Assessing Progress
- » Answering Key Equity 2030 Questions:
 - How do different pieces fit together?
(Equity Scorecard, Equity by Design, etc.)
 - What are we doing to make progress?

Framework Development

Consultative Process

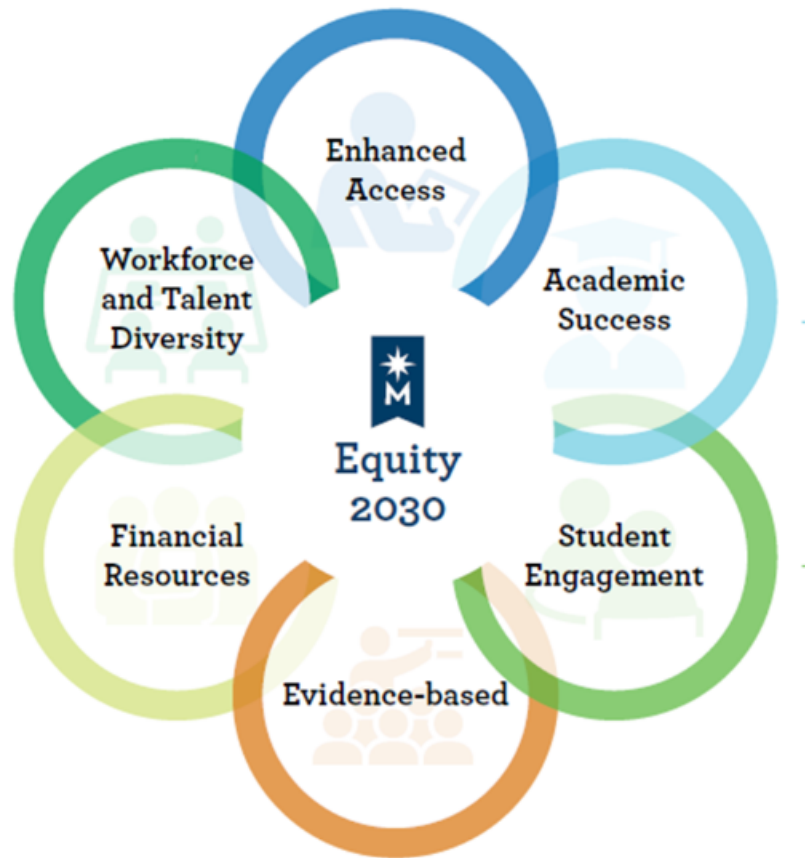
- » Equity & Inclusion Council
- » Leadership Council
- » System Office Divisions
- » Equity Scorecard Working Group
- » Campus Diversity Officers
- » Bargaining units

Structure of the Equity 2030 Framework

3 Sections

1. Overview: Equity 2030 goals, context setting & how tools, policies, strategies, & data contribute to goals
2. Roadmap: Outlining milestones, goals, & timelines for Equity 2030
3. Evaluation Plan: Tracking progress

Equity 2030



Aims to close educational equity gaps across race and ethnicity, socioeconomic status, **first generation status** by the year 2030, with consideration of Minnesota's geographic and workforce contexts.

Proposed Equity 2030 Roadmap: Measures of Progress

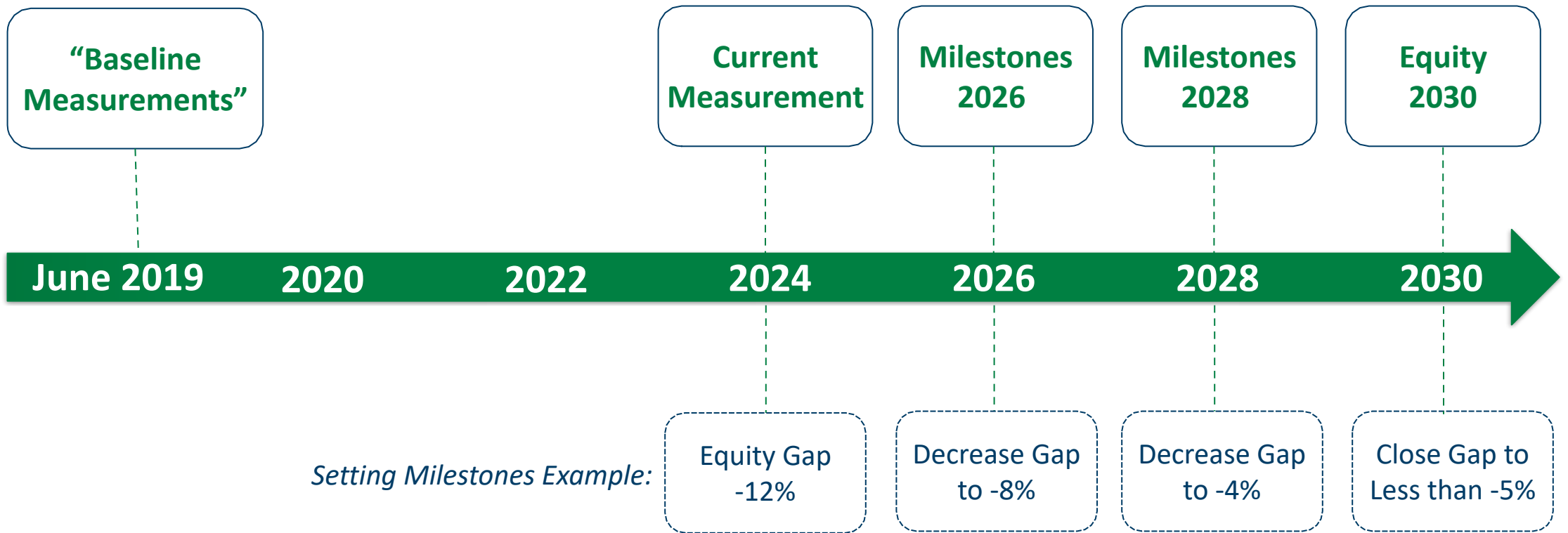
4 Metrics:

1. Fall-to-Fall Persistence & Completion
2. 150% of time Completion
3. Course Success
4. Co-curricular metrics

Disaggregated by:

1. Race & Ethnicity
2. Socioeconomic status
3. First Generation Status
(Continuing Generation)

Measuring Progress



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%

Equity 2030: Promising Practices



Enhanced Access

- K-12 Pipeline Programs
- Adult Basic Education
- Business/Industry Pipeline Programs
- Bridge programs
- Nontraditional access points (e.g. prison education programs)
- SEM plans with EbD
- Holistic admissions standards

Academic Success

- Guided Learning Pathways
- Faculty training & EbD
- Targeted programming for underrepresented students
- Culturally responsive curriculum & pedagogy
- Student success resources (tutoring, academic support)

Student Engagement

- Case Management - “at-risk” students
- Basic needs & resources
- Culturally responsive centers & programming
- Linkages to external services (e.g. mental health)
- Enhanced orientation

Equity 2030: Promising Practices



Evidence-Based

- Leveraging Equity Scorecard
- New data analysis initiatives
- Annual reporting of EDI goals
- Equity by Design
- Leveraging of qualitative data
- Campus Climate assessments
- Course evaluations

Financial Resources

- Scholarships for under-represented students
- Completion & persistence grants
- Reduced institutional financial barriers

Workplace and Talent Diversity

- DEI professional development
- Employee Resource Groups
- Faculty of Color Mentorship Program
- Staffing key DEI-related roles
- Diverse Recruitment strategies
- DEI related Communities of Practice
- Enhanced employee onboarding

Discussion Questions

1. Do Presidents and institutions have what they need to carry this work forward?
2. What else should be considered as the Equity 2030 Framework is finalized and disseminated?

Thank you.



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