

Overview of the Equity Scorecard*

The Equity Scorecard process, a learning approach to institutional change, fosters evidenced-based inquiry to inform strategic actions for narrowing the achievement gap between students of color and their white peers.

The Equity Scorecard Process:

- Fosters institutional effectiveness by increasing capacity to interpret and share existing institutional data disaggregated by race and ethnicity
- Expands institutional knowledge about the specific underlying factors that result in inequities for students of color in access, enrollments, retention, achievement, and graduation
- Engages institution evidence teams in “fine-grained” analyses to develop equity-oriented goals and benchmarks to achieve equity for students of color in all measurable areas.

The Purpose

- **AWARENESS:** Engage in institutional self-assessment to provide a clear and unambiguous picture of inequities.
- **INTERPRETATION:** Analyze and integrate the meaning of the inequities.
- **ACTION:** Develop strategic actions to achieve equity in educational outcomes based on data, not assumptions.

The Process

The focus of the Equity Scorecard is on creating equitable outcomes in student achievement by engaging institutions in a four-step process that includes the following tasks which, in practice, will probably not occur in a simple linear sequence:

Step 1: Create Campus ‘Evidence Teams’

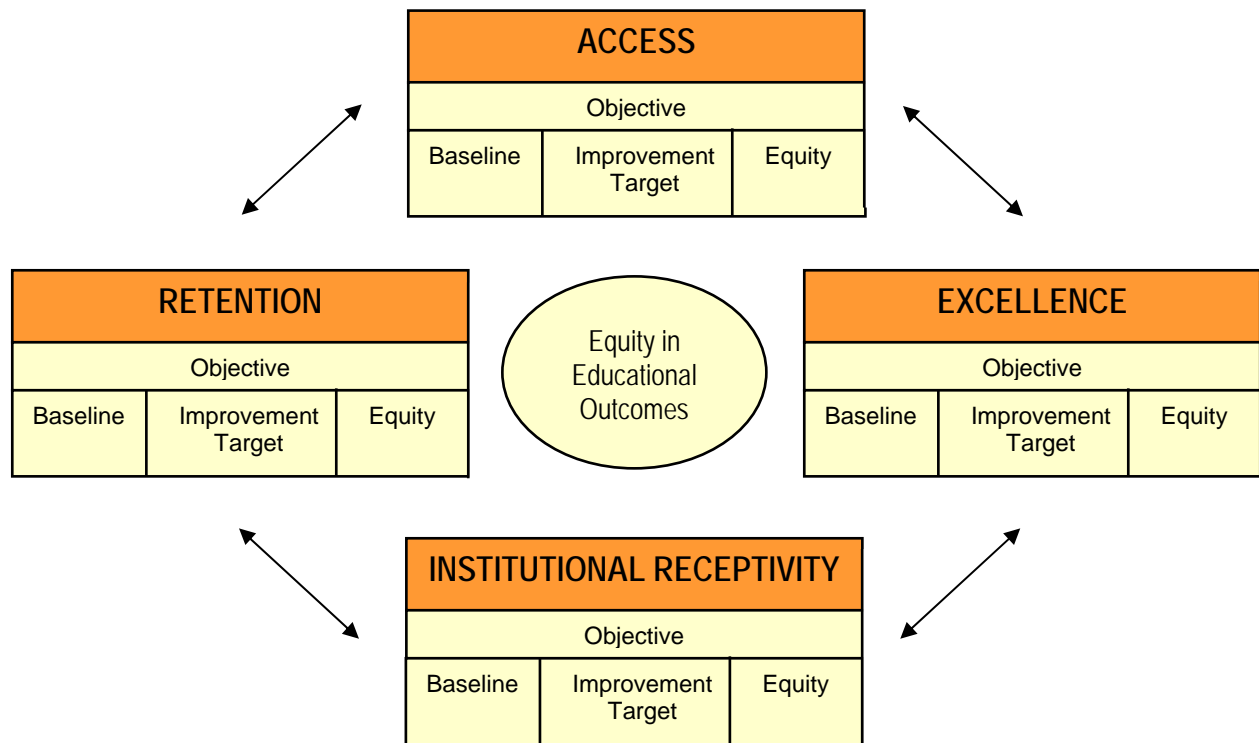
- Include Provosts, Deans, Administrators, Faculty, Institutional Researchers.

* The Equity Scorecard was developed by Dr. Estela Mara Bensimon at the Center for Urban Education, University of Southern California (<http://www.usc.edu/dept/education/CUE/>).

Step 2: Analyze Data Disaggregated by Race and Ethnicity within the Framework of the Four Perspectives

- **ACCESS:** Enrollment, financial aid, majors, departments/ schools, internships, fellowships, courses, undergraduate, graduate, and professional schools
- **RETENTION:** Persistence, course-taking patterns, academic success, degree completion
- **INSTITUTIONAL RECEPTIVITY:** Diversity of faculty, staff, and administrators; educational environment and climate
- **EXCELLENCE:** Course grades, GPA, honors and awards, participation in high-demand programs

An Illustration of the Equity Scorecard Framework



Step 3: Develop the Scorecard

- Select goals, measures, and define benchmarks where unequal outcomes have been identified in each of the four areas.

Step 4: Report to the Chancellor

- Share the Scorecard with the Chancellor and campus community to inform decisions about strategic actions.

What is unique about the Equity Scorecard?

- Views inequities in student access and success as a problem of institutional performance and accountability
- Actively engages faculty, staff, administrators, and students in an ongoing process of institutional self-study and change that is uniquely tailored to the institutional context
- Empowers institutions to ask better questions, and make better use of their existing data for developing strategies to achieve more equitable outcomes
- Provides institutional know-how for continuous improvement and fosters accountability.

Connections between Plan 2008 and the Equity Scorecard

Revised 2.24.06

Plan 2008 Goals	ACCESS	RETENTION	INSTITUTIONAL RECEPTIVITY	EXCELLENCE
Goal 1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions.	✓	✓	✓	
Goal 2: Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.	✓			
Goal 3: Close the gap in educational achievement, by bringing retention and graduation rates for students of color in line with those of the student body as a whole.	✓	✓	✓	✓
Goal 4: Increase the amount of financial aid available to needy students and reduce their reliance on loans.	✓	✓		✓
Goal 5: Increase the number of faculty, academic staff, classified staff and administrators of color, so that they are represented in the UW System workforce in proportion to their current availability in relevant job pools. In addition, work to increase their future availability as potential employees.	✓	✓	✓	✓
Goal 6: Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.	✓	✓	✓	✓
Goal 7: Improve accountability of UW System and its institutions.	✓	✓	✓	✓