PA 5: Assessing Diversity and Equity

1 point available

A. Credit Rationale
This credit recognizes institutions that systemically assess diversity and equity on campus. Fostering an inclusive and welcoming campus culture is important to ensuring the academic and social success of all campus community members. In order to foster such a culture, it is helpful to gather information about campus stakeholders’ personal experiences and assess diversity and equity in terms of an institution’s students, employees and governance.

B. Criteria
Institution assesses diversity and equity on campus and uses the results to guide policy, programs, and initiatives. The assessment(s) address one or more of the following areas:

1) Campus climate, e.g. through a survey or series of surveys to gather information about the attitudes, perceptions and experiences of campus stakeholders and underrepresented groups

2) Student diversity and educational equity, e.g. through analysis of institutional data on diversity and equity by program and level, comparisons between graduation and retention rates for diverse groups, and comparisons of student diversity to the diversity of the communities being served by the institution

3) Employee diversity and employment equity, e.g. through analysis of institutional data on diversity and equity by job level and classification, and comparisons between broad workforce diversity, faculty diversity, management diversity and the diversity of the communities being served by the institution

4) Governance and public engagement, e.g. by assessing access to and participation in governance on the part of underrepresented groups and women, the centrality of diversity and equity in planning and mission statements, and diversity and equity in public engagement efforts

C. Applicability
This credit applies to all institutions.

D. Scoring
Institutions earn the maximum of 1 point available for this credit for having conducted assessments that meet all of the criteria outlined above. Partial points are available based on the number of areas assessed. For example, an institution whose assessments covered 2 of the 4 areas listed would earn 0.5 points (half of the points available for the credit).
E. Reporting Fields

**Required**

- An indication of whether the institution has assessed diversity and equity in the following areas:
  - Campus climate
  - Student diversity and educational equity
  - Employee diversity and employment equity
  - Governance and public engagement

- An affirmation that the submitted information is accurate to the best of a responsible party’s knowledge and contact information for the responsible party. The responsible party should be a staff member, faculty member, or administrator who can respond to questions regarding the data once submitted and available to the public.

**Conditional**

Required for each assessment area the institution is reporting:

- A brief description of the assessment(s) (including year the assessment was last conducted, results, and how results are used in shaping policy, programs, and initiatives)

**Optional**

- The website URL where information about the assessment(s) is available
- Notes about the submission

F. Measurement

**Timeframe**

Report on the most recent assessment(s) conducted or updated during the three years prior to the anticipated date of submission.

**Sampling and Data Standards**

Diversity and equity may be assessed using representative samples.