



# COLLEGE POLICY

## Policy Title      Equity Lens in Research Policy

Policy number	7101
Date issued	2/3/2023
Responsible office(s)	Climate and Culture <i>Office that owns &amp; administers the policy</i>
Keywords	Equity; research; inclusion

### Policy purpose

*A brief, high-level statement about why the college is issuing the policy and what the desired policy or outcome entails.*

There is inconsistent application of an equity lens to research conducted across the college. Currently there are guiding principles or best practices that apply to equity for research and assessment. Since there are no principles or practices in place, the college cannot state that research is consistently being conducted with an equity lens or that employees are knowledgeable and motivated to do so. This policy is intended to ensure that the College provides resources, support, and training for staff to integrate an equity lens into research.

### Scope

*List persons who must understand the policy in order to do their jobs*

*(Examples) – All members of college community, all staff members, deans, directors, and department lead, etc.*

This policy would apply to research being done using data on Madison College employees and students with the intention of making decisions that impact students or employees. Resources and processes would be created to support the consideration of equity at all stages of research:

- *Design:* Design the research question free from bias.
- *Collect:* Prevent bias in the collection method and ensure that the collection method is accessible.
- *Analyze:* Consider issues of inclusivity and bias in the data set and analytical tools and analyze data with equity in mind.
- *Display:* Present data in an accessible and inclusive way, which could include disaggregating/aggregating data appropriately, using universal design, and using inclusive terms.

It **does not** apply to students conducting research as part of their coursework, though the resources should be available to students, including those conducting research in the Honors Program. It is not intended to place required guidelines on research faculty are conducting where the scope of that research is external to Madison College students and employees. The resources should be made available to faculty who wish to consider equity at all stages of their research even when Madison College is not the scope of their research.

### Definitions

*Identify any definitions and terms that help clarify this policy.*

**Policy**

*What is the policy? Who does this policy affect and which actions does the policy impact? What is the college accomplishing with this policy? Policy Statements indicate specific requirements, or modifications, to organizational behavior that the policy is creating.*

To normalize integration of an equity lens in data collection and analysis, the college will establish definitions and guiding principles to encourage the consistent application of an equity lens to research focused on students and employees.

**Links to state/federal regulations**

*Identify what, if any, laws or regulations inform this policy.*

**Supporting documents**

*List & provide any available hyperlinks to related supported documents*

**Related policies**

*This section should include any hyperlinks to any related Madison College policies.*

Guidelines and procedures