Align Your Data with Your Values
Who is here?

I’m a data-savvy person.

I work in/with organizations that have a stated commitment to equity.

I work in/with organizations that are revisiting their data-related practices.

I have interrogated my own internalized racism/classism/misogyny.
About me

Founder + Principal of Public Profit

Facilitate “aha!” moments for mission-driven professionals while making data less awful.

Shifting my practice, and my firm’s, to better live our values.

Hella privileged
You want slides? We got slides!

My feelings won’t be hurt if you don’t want them.
What we’re up to today

- Organizational reflexes
- Enhancing practice
- Other stuff we know
“Inclusive data is the path to rigor.”

Jara Dean-Coffey, Equitable Evaluation Initiative
Badass
What we’re up to today

Organizational reflexes

Enhancing practice

Other stuff we know
Foundational mindsets and practices

Data parsimony - collect only the data you need, only once

Reading level - keep it simple, silly

Language - translation and interpretation

Modality - paper, computer, smartphone, verbal
1. How old are you? □ □ years old

2. How many times have you used your Endless Key?
- □ Less than 5 times
- □ 6-10 times
- □ More than 10 times

3. How do you feel about the Key?
Choose one emoji: 😊😊😊😊😊

4. What would you like to see more of on the Key?
You can check more than one box:
- □ Arts
- □ Cooking
- □ Math
- □ Books
- □ Dance
- □ Music
- □ Careers
- □ Fitness
- □ Science
- □ Coding
- □ Games
- □ Sports
- □ Something else: □

5. Is it easy to find what you want on the Key?
Choose one:
- □ Most of the time it is easy
- □ Sometimes it is easy, sometimes it is hard
- □ Most of the time it is hard

6. What types of things has the Endless Key helped you do?
You can check more than one box:
- □ Do my homework
- □ Learn a skill
- □ Explore new things
- □ Study in a new way
- □ Entertain myself
- □ Feel connected to the world
- □ Something else: □

Thank you for taking the survey! To receive a $5 gift card as a thank you, please enter your phone number. Note: your phone must be able to receive text messages to access the gift card.

All done? Yay! Now peel this sticker so the tape is sticky, then fold the postcard so the tape sticks to the other side. Then drop it in a mailbox!
Turn & Talk

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Other stuff we know
Equity gap scores

Other people are smarter than me.
Worst in category / Best in category = Equity Gap Score for the category.

Let’s say the 5 districts looked like this:

<table>
<thead>
<tr>
<th>District:</th>
<th>Illiteracy Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>23%</td>
</tr>
<tr>
<td>2</td>
<td>12%</td>
</tr>
<tr>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>4</td>
<td>5%</td>
</tr>
<tr>
<td>5</td>
<td>46%</td>
</tr>
</tbody>
</table>

District 5 (46%) / District 3 (3%) = 15.3
At work, I am accepted for who I am, and not judged based on my race, gender, religion, sexual orientation, or disability status.

I feel welcomed and supported by my colleagues.

I am comfortable talking about my background and cultural experiences with my colleagues.

I feel welcomed and supported by members of my leadership team.

My opinions are heard and valued by my supervisor.

My opinions are heard and valued by members of my leadership team.
More approaches

Mixed methods

Bias checks for the analysis team

Community Participatory Action Research
What we’re up to today

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Enhancing practice

Other stuff we know
DURAN DURAN
IS THERE SOMETHING I SHOULD KNOW?
“Inclusive data is the path to rigor.”

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Resources

Is My Evaluation Practice Culturally Responsive?

Why Am I Always Being Researched?

We All Count: Project for Equity in Data Science

Inclusive Forms and Surveys tipsheet

Sharing Data with Communities tipsheet
Thank you & stay in touch!

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