Leading for Antiracism & Equity Free Webinar Series

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Data-Informed Decision Making: Ask. Disaggregate. Act.™

EQUITY LENS

A
- Do you have a clear understanding of equity and antiracism?
- Are we living this understanding?

D
- Address demographic experiences and ask questions about race.
- Are there race-based systems of advantage or disadvantage that create inequity?

A
- Exercise leadership based on what you learn. Build capacity: knowledge, awareness, and skill.
- What do we need to rebuild, redesign, etc. to eliminate the inequities?
- Engage stakeholders.

DATA LENS

A
- What lived experiences and identities does this data reflect?
- Where does this data come from?
- What does the data tell us?
- How might we use this data?

D
- Consider what demographic data you need in order to create impact.
- Collect data in culturally appropriate ways.
- Resist whiteness as the standard for comparison.

A
- Achieve change: pick 1 to 3 data points to focus on.
- Co-Create 2 or 3 action items with the individuals most impacted.
- Tie each action item to a person & timeline.