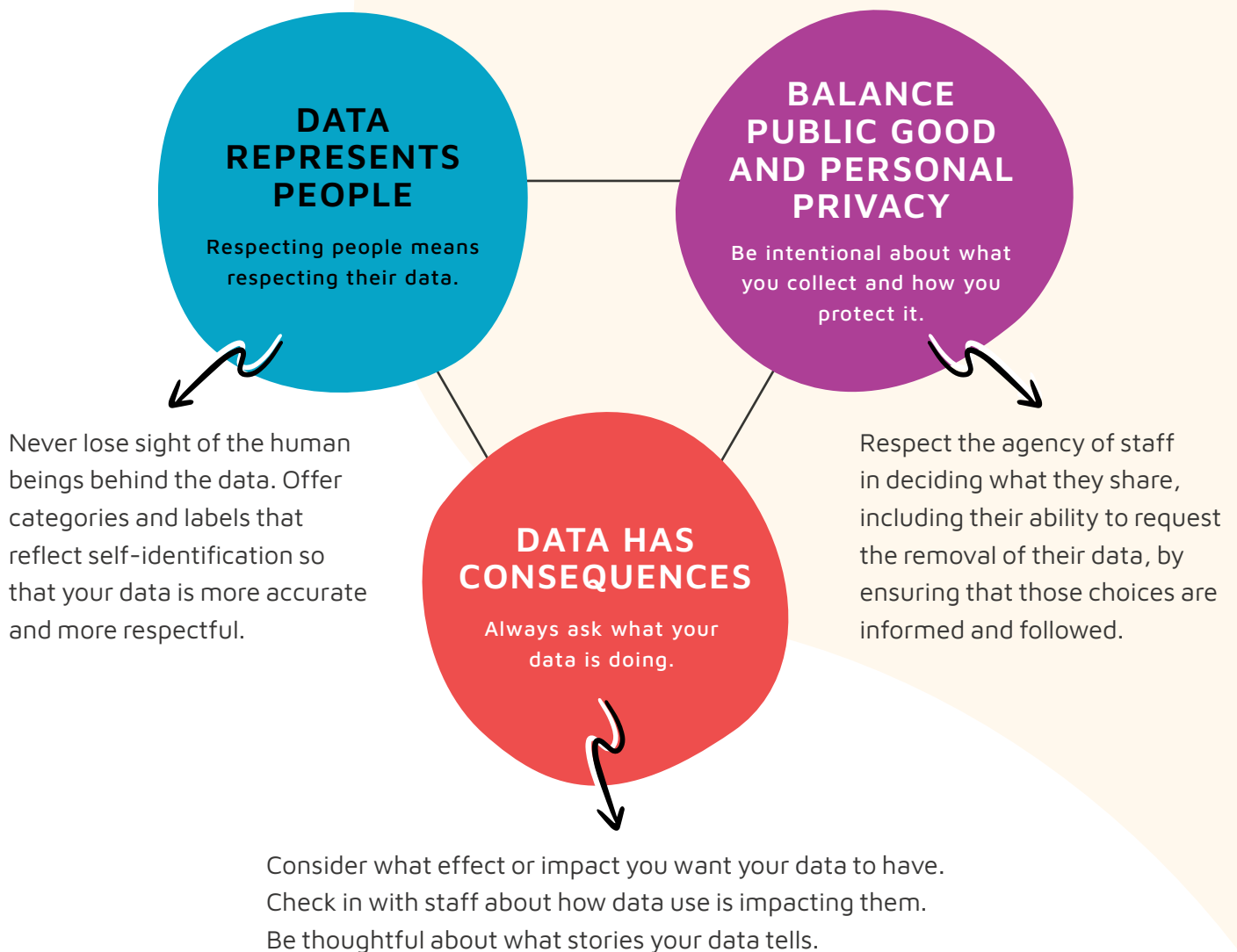




WORKING WITH STAFF DATA

Data equity is an important framework guiding the data process through a lens of justice, equity, and inclusivity. This framework helps to critically examine how data is collected, analyzed, interpreted, and distributed by asking questions about power, bias, and discrimination to understand how data affects different groups of people. Data equity is explored in more detail in the GBA Plus Data Management Strategy Guide *[forthcoming]*, but these key principles are a good starting point.



Analyzing data is all about answering questions, so the first step in any analysis is determining what questions you want your data to answer. It can also be helpful to look at the process as a kind of storytelling opportunity – as your data answers your questions, it begins to tell a story. Decisions about how you frame that story, such as the language you use, affect how that story impacts those who read or hear it, so be intentional and always be on the lookout for bias. Any mechanisms you have in place to protect and respect the data of clients should be considered for staff data as well.



Mind the Gaps

If you are seeing a pattern in questions being skipped or answered with “prefer not to disclose,” that’s a sign that your agency may need to develop a more inclusive environment for staff with those identities. The same goes for reporting discrimination—maybe those empty responses mean your agency is amazing, but maybe they actually represent places that need work. Making staff surveys an annual event can help track that progress.



GBA Plus

Building a data story means showing relationships. That requires **collating** data to line up responses next to each other and **disaggregating** data to find differences. How many microaggressions do staff of color experience compared to white staff?

Disaggregation is how you separate groups for comparison. It’s also key to conducting GBA Plus analysis—if you do it for your clients, consider doing it for your staff!

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