

SERVE WASHINGTON

GRANTEE MEETING

Introduction to Data Equity with Lou Thompson

July 13, 2022



Presentation Outline

- Updates from the field
- Considerations for ensuring data equity
 - Funding web exercise
 - The perspective microscope exercise

Updates from the Field

- Dialogues In Action's (DIA) Project Impact – potential to host evaluation training in early 2024
 - Highlights from the Strategic Learning and Evidence Building Plan + the Equity Plan (which are both informed by the AC Strategic Plan)
 - Member data pilot – let Lou know if you want more information
-

AmeriCorps Strategic Priorities and Goals

- Goal 1: Partner with communities to alleviate poverty and advance racial equity
- Goal 2: Enhance the experience for AmeriCorps members and AmeriCorps Seniors volunteers
- Goal 3: Unite Americans by bringing them together in service
- Goal 4: Effectively steward federal resources
- Goal 5: Make AmeriCorps one of the best and most equitable places to work in the federal government

Based on the Strategic Priorities and Goals, these questions will guide FYs 2022- 2026 evidence building priorities:

- How can the agency increase access and utilization of AmeriCorps resources in underserved communities?
- How can national service and volunteering be used most effectively to expand educational and economic opportunity in underserved communities?
- What new or improved organizational capacities are needed to achieve the agency's strategic goals and objectives?

<https://americorps.gov/sites/default/files/document/AmeriCorps-Learning-Agenda-2022-2026.pdf>

Equity Action Plan Highlights

- A recently developed dashboard allows AC to analyze the demographic makeup of our corps by county, state, and in some cases, the census tract.
- Data from our discrimination complaint process suggests that grantees and sponsors need more extensive training on civil rights compliance. AC's Civil Rights Office data showing LGBTQ+ members make up about half of our current civil rights complaints. Additionally, requests for assistance from grantees and sponsors indicate they are struggling to find solutions for the inclusion of persons with disabilities.
- Plan includes additional support to tribal communities. AC created a Committee on Native American Affairs.

Updates from the Field

- **Member data pilot**

- **If you collect any member data beyond AmeriCorps' forms, please plan to share that with Serve WA at the end of the year**
 - **If you haven't heard of the data pilot but are interested to learn more, let us know**
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Intro to Data

Equity

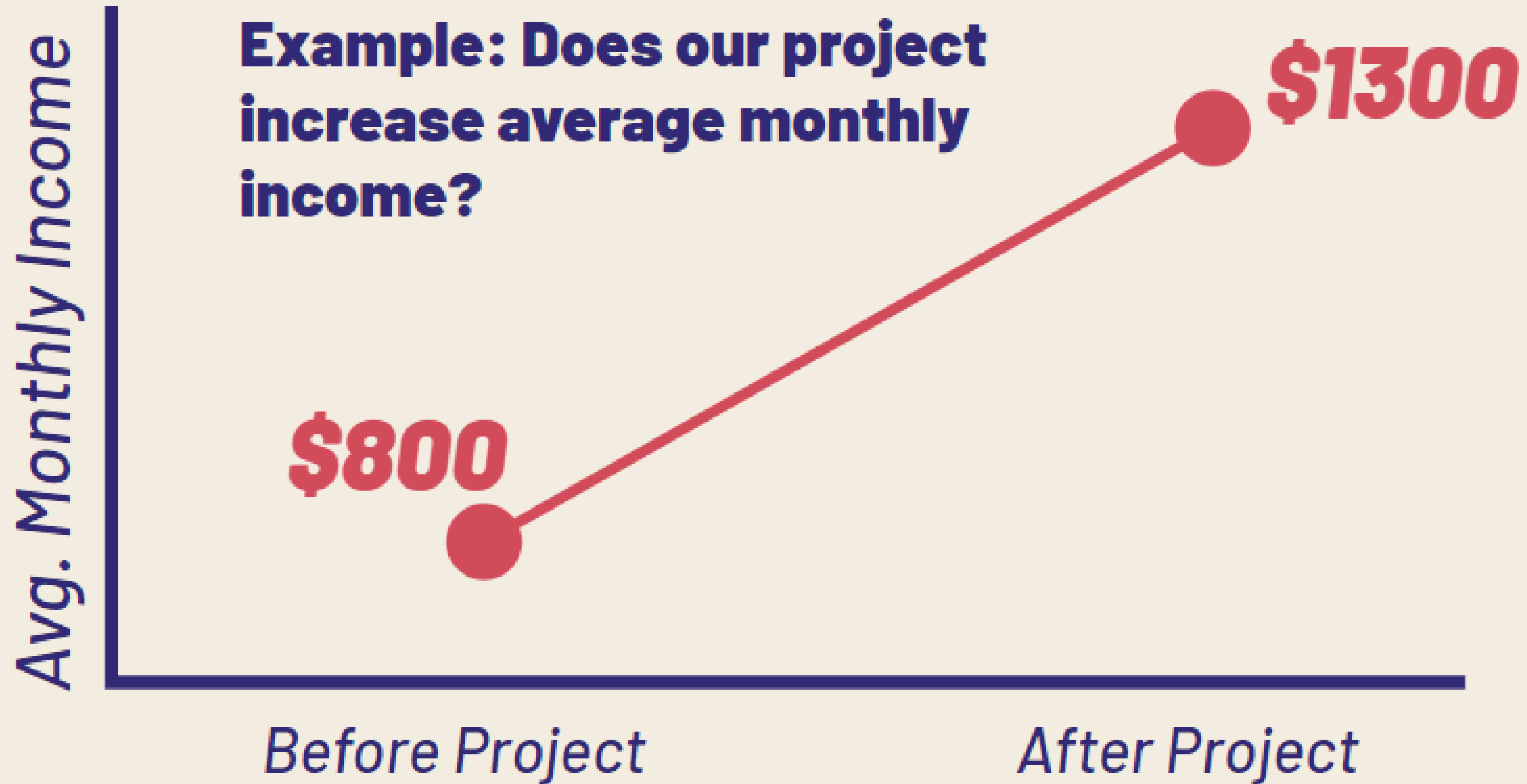
About the full training

- Available online at weallcount.com
- 2 half days
- Cost \$495

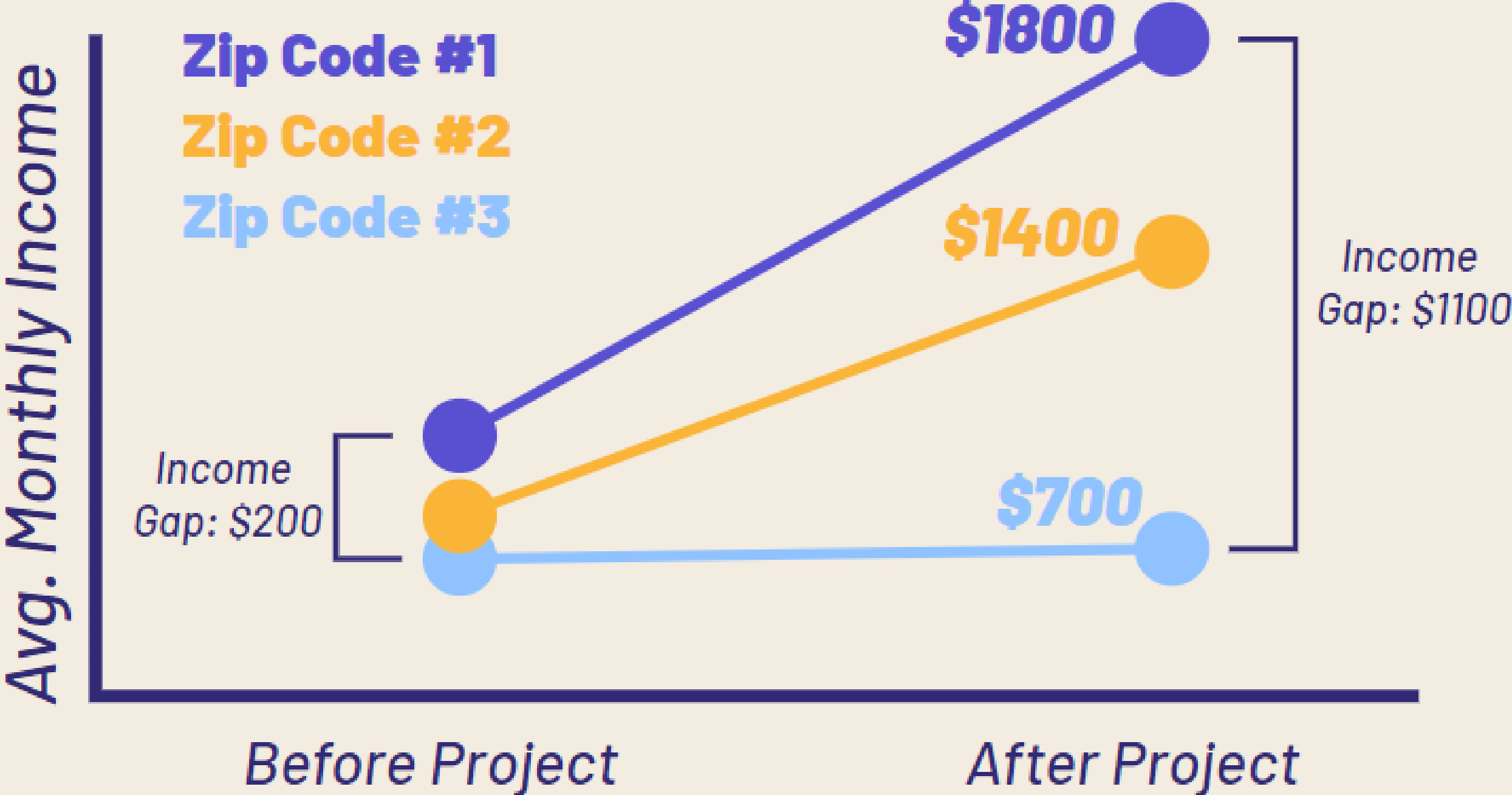
Today is a brief introduction

- How does your program define “success”?
- Is data science objective?
- Which direction are resources flowing?
- Whose perspective is prioritized?

Is our project a success?

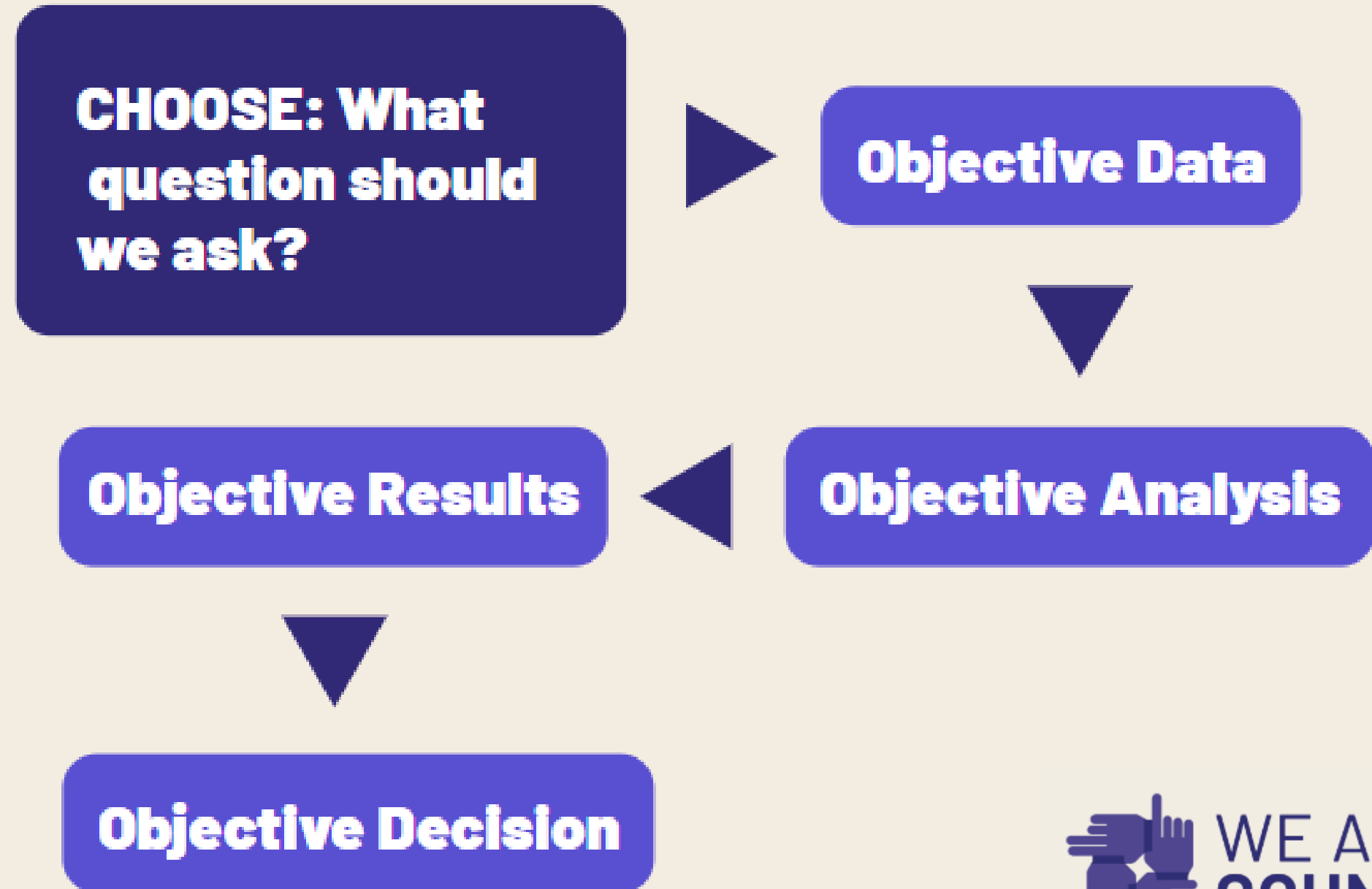


Is our project a success?

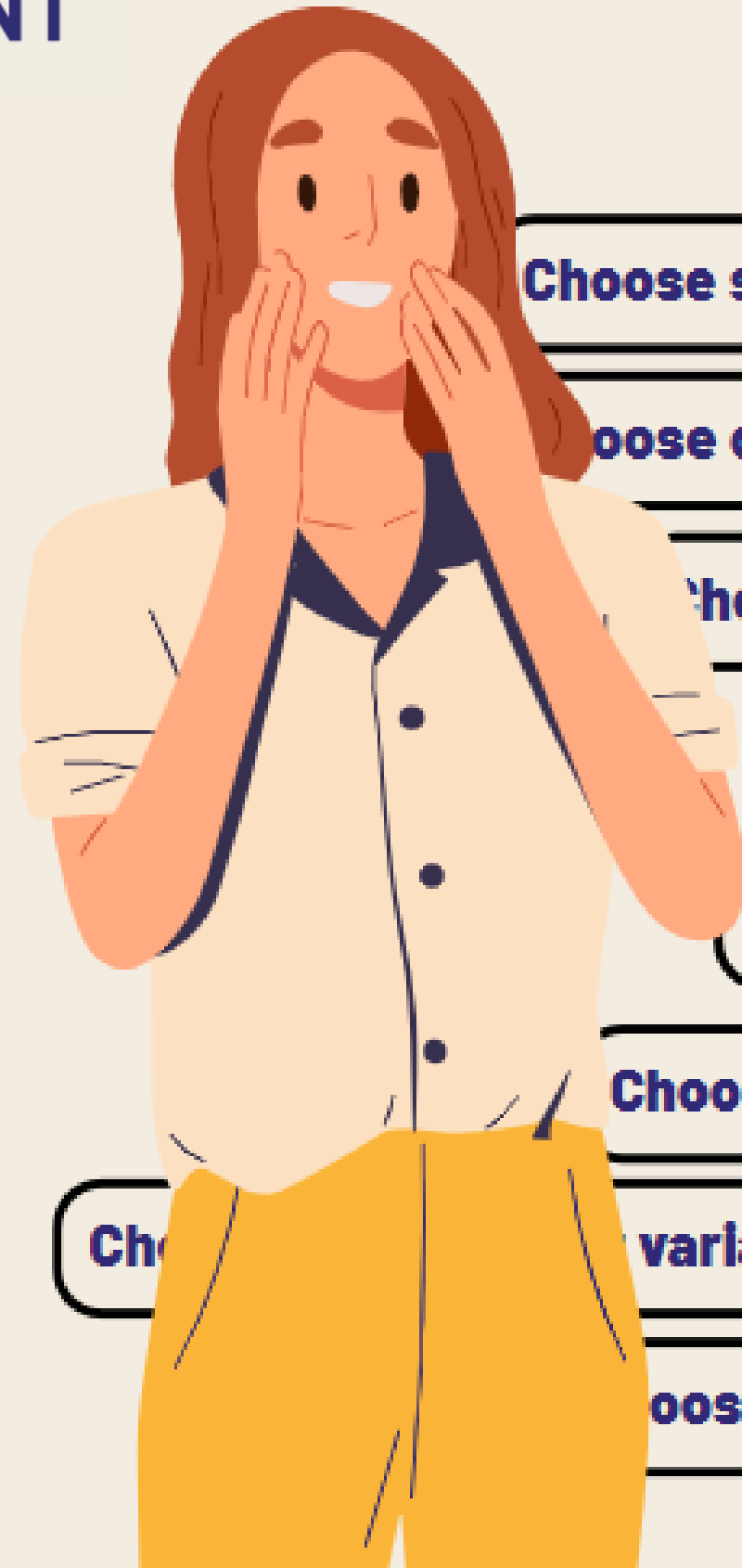




We want to think of data science like this:



It's a lot more like...



Choose source

Choose effect

Choose research question

Choose scale

Choose covariates

Choose definitions

Choose criteria

Choose methodology

Choose scope

Choose moderators

Choose cutoffs

Choose mechanism

Choose enumerators

Choose project design

Choose denominators

Choose timeframes

Choose mediators

Choose resolution

Choose metrics

Choose controls

Choose language

Choose relationships

Choose variables

Choose data cleaning

Choose collection tool

Choose model

Choose dependent variables

Choose sample

Choose identity categories

DATA = MONEY = INFLUENCE

Data is a resource and it is fluid with other resources like money and decision-making influence.

First equity question to consider:

Who is setting the value of data?

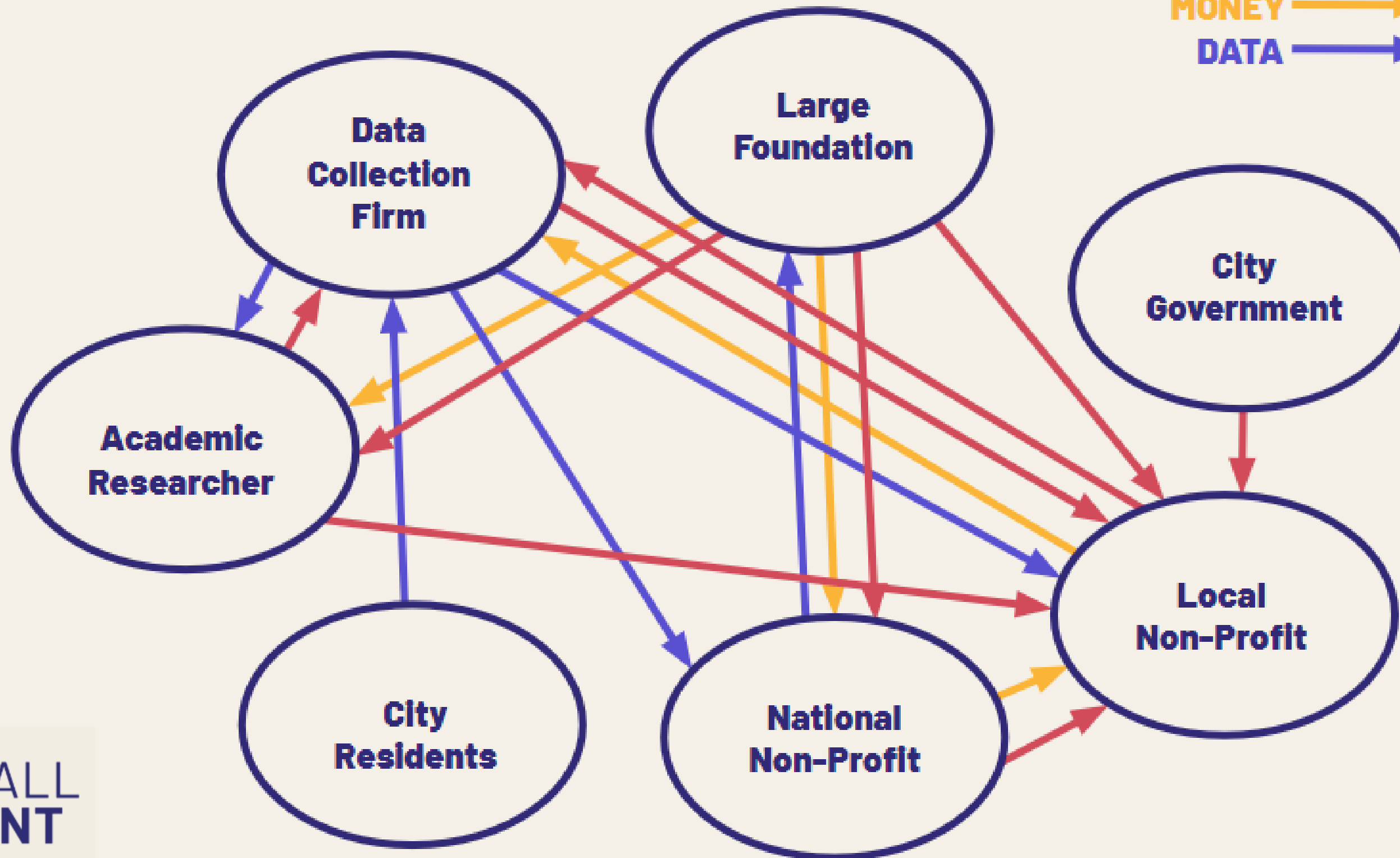
Who is setting the prices?





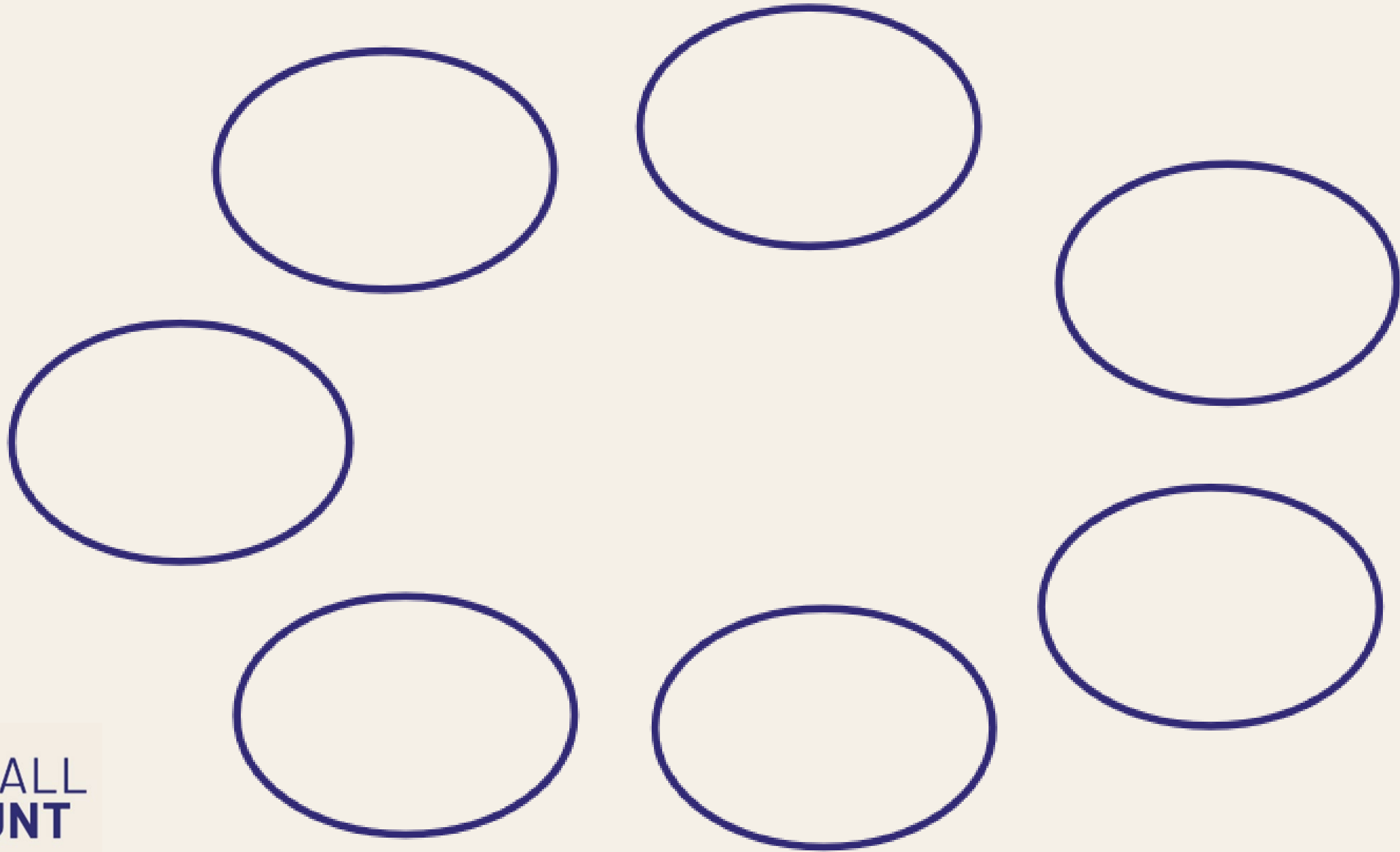
FUNDING WEB

INFLUENCE →
MONEY →
DATA →





FUNDING WEB



Why use this tool?

- Provides clarity to the members of the project and transparency to your audience
- Shows power gaps and imbalances
- Can be used as a systematic way to brainstorm more creative and effective project structures

The Perspective Microscope:

A way to brainstorm different general structures for your data project.

The 'general structure' of your project is:

- **Who is asking the questions?**
- **What are the questions?**
- **Where are you looking for answers?**

Let's imagine that we're a Chicago-based organization working to improve the economic security of women. Our main intervention is running financial skills courses and groups for women experiencing poverty.

We've partnered with a large national bank WC Bank, who is the main funder of this specific project. In this data project we want to accomplish this mission:

"To measure the current financial health experienced by the young women of Chicago".



Perspective - whose point of view are we asking from?

Motivation Question - what do we want to know?

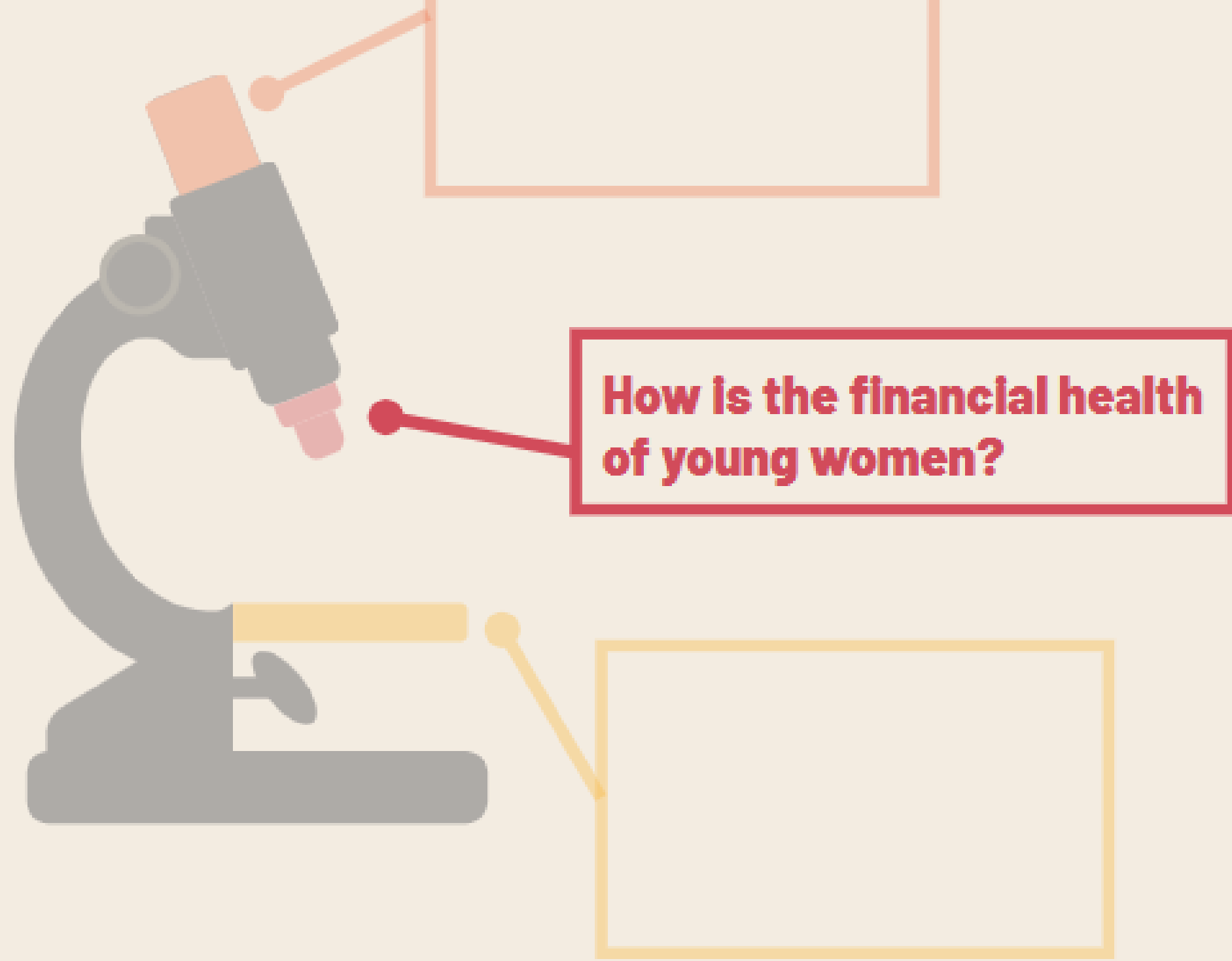
Data Source - where might we find some answers?



Let's identify the perspectives we want to prioritize when making the rest of our definitions and decisions:

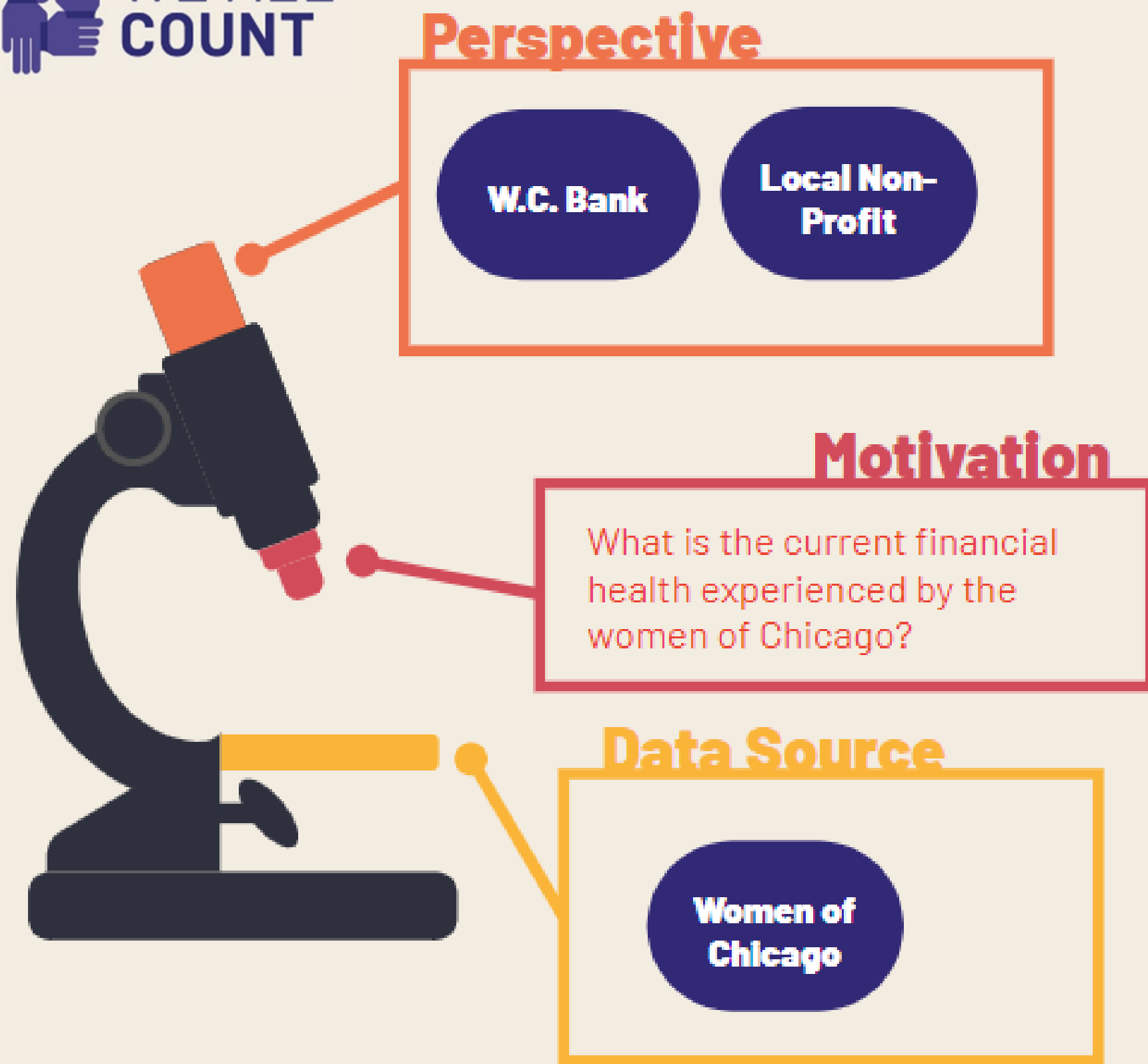
- **Women of Chicago living in poverty**
 - **Our organization**
 - **W.C. Bank**





This is not a research question. It's the general motivation.

What specific questions might emerge based on who is in which box?



What questions come up from this configuration?

“Are credit scores improving over time for these women?”

“What is the average credit score for _____ sub group?”

“Does self-reported financial health estimate match with credit scores?”

“Does financial skills training relate to current financial health?”

Etc.



Perspective

Financial Skills
Participants

Motivation

What is the current financial
health experienced by the
women of Chicago?

Data Source

W.C. Bank

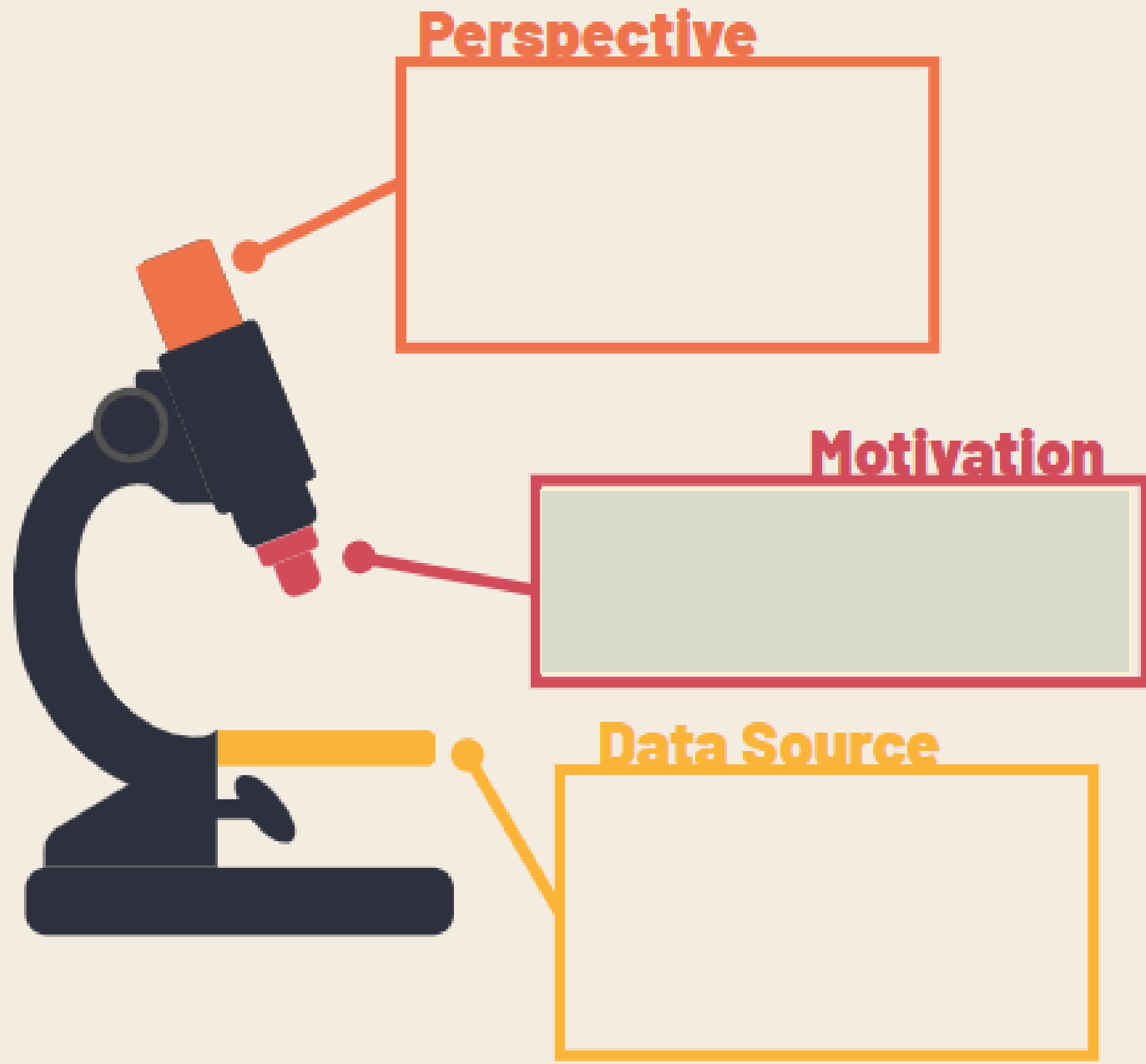
What questions come up from this configuration?

“How often are overdraft fees
occurring for accounts owned by
young women?”

“What percentage of clients who
are young women have investment
accounts with the bank?”

“What is the average ratio of fees
paid vs interest earned in womens’
accounts? Broken out by subgroup?”

Etc.



Consider all the possible structures and questions

Three key questions to assess research questions for equity:

1. Where is the onus to change?
2. What is the definition of success?
3. Is the question in alignment with your equity goals?

Resources

- If Data Could Talk: The ethics of visualizing data on race:
 - <https://www.youtube.com/watch?v=QA8tzX8PpL4>
- We All Count: Project for Equity in Data Science
 - <https://weallcount.com/>
- 2022–2026 AmeriCorps Strategic Plan:
 - <https://americorps.gov/about/agency-overview/strategic-plan>
- AmeriCorps Strategic Learning & Evidence Building Plan: Fiscal Years 2022-2026:
 - <https://americorps.gov/sites/default/files/document/AmeriCorps-Learning-Agenda-2022-2026.pdf>
- AmeriCorps Equity Action Plan:
 - <https://www.americorps.gov/sites/default/files/document/AmeriCorps-Equity-Action-Plan.pdf>



Closing

- Questions? Items for discussion?
- Poll about future training

NEXT SESSION - Serve WA PY22-23

Updates & Grant Requirements

Tomorrow July 14 from 8:30-11:30

STAY HEALTHY, BE SAFE!