Data Equity and Inclusion in data management

Data Equity – why is it important?

- It's the right thing to do – imagine a report without any data or statistics on gender, disability, indigenous communities, youths etc?

- data equity - disaggregated data that refers to data that is categorised by socio-demographic groups such as indigenous communities, gender identities, disability groups and marginalised communities

- data equity are good practices to guide researchers or data custodian/stewards to work with data through the lens of equity, diversity and inclusion.

- the data life cycle (collecting, managing, disseminating etc) should ensure a commitment to equity, diversity and inclusion

Bangladesh data management workshop – stakeholders were invited from the disability, women's NGOs & youths in BD – we tried to ensure a multistakeholder process

Importance of data equity and inclusion

- UNDESA is committed to improving diversity, equity and inclusion efforts – all activities and initiatives are aligned to the SDG goals such as Goal 5 on gender equity…e.g. analysis of Open Data can highlight shortcomings in the ways that education, health and other sectors serve women and girls in surveys etc.

- Many organisations and governments struggle to use a data-driven and gender-responsive approach to diversity and social inclusion when developing data management good practices

- When designing surveys or collecting data, we need to have strategic intent – we all have different perspectives and tend to develop surveys that only reach a certain group of people rather than the communities that are usually left behind – this could be because of various reasons such as lack of resources, lack of capacity, lack of human capacity

Digital government experts focussing on social inclusion process

Importance of data equity and inclusion

- Disaggregated data should take into account gender, age, accessibility requirements - these categories are important – many organisations and governments are also looking at sexual orientation, gender identity and disability in their surveys and questionnaire. But this depends on the cultural sensitivity – it can be tricky…

- Data management should be used to drive strategic planning and decision making processes…

- Evidence based data is critical in engaging key partnerships. E.g. if an organisation is hiring only male technical experts than we need to understand why and figure out a way to increase participation of women in the technical field – this will also require a policy change and institutional change or mindset

Regional event highlighting the need to have gender-responsive data mangement practices

Data collection - Data Equity and Inclusion

It's important to start somewhere – how can we keep data equity and inclusion at the forefront of data collection? It's important to know:

- **Why are we collecting this data?**

- **Who is the end user of this data?**

- **Who will benefit from this data?**

- **What are the policies in place to ensure data management practices?**

- **What decisions can we make through data equity and inclusion?**

Example – if the ministry of agriculture research team is collecting data to understand the number of female and male farmers, but all of the data comes from a testing pool of men only…this will mean that when we design market information systems, we might just target the male farmers – is this right?

Start with equity and inclusion in mind!

- Good data management governance practice is key

- In an organisation or government, we need to start with equity and inclusion in mind – when choosing data stewards, data custodians and data champions, think of equity and inclusion

- Having a diverse representation of people in your team will ensure good practices, policies and processes

- **Amplify the voices of your communities** that you serve – they should have a say in what data are collected, how data are used, why their data is used and how their own identities are captured – this is a good data management practice that we should uphold!

MTC team - walking the talk on gender equality…

Discussion questions (10 minutes)

- In groups of 5 to 6, discuss the the word data equity, inclusion and diversity – does your organisation or government agency consider equity, inclusion and diversity?

- What are some of the good data management practices in your organisation or government that ensure data equity, gender and social inclusion?

- How can we ensure that our policies and data management framework supports data equity, inclusion and diversity?

- Are you amplifying the voices of your communities when collecting their data? How?