

Part Two- Data Equity Framework: Designing Equitable and Inclusive Systems



Facilitators



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Webinar Goals & Intentions

Webinar Goals

1. Lean into a learning mindset
2. Accountability plus grace
3. Reflect on individual and institutional power dynamics
4. Apply the framework

Your Intentions

In the Chat:

- Name, Organization, Location

Poll:

Which of these resonate the most?



Mindset

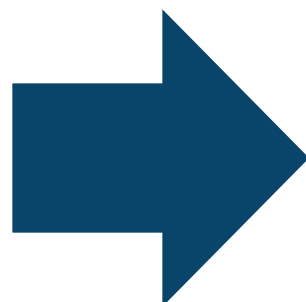


This framework is a reflection and planning tool, not a blueprint

- Help facilitate conversations with key stakeholders, investors and partners on the importance of system design within the work.
- Many organizations will have differing paths forward.
- Some may require breaking down and rebuilding much current systems may look different for different stakeholders.

- Better understand the design and key drivers to building a robust data system of care.
- We will need to continue to do intentional, ongoing and meaningful work to move towards genuine impact on our communities.

This framework is a starting point



This framework can be used beyond data systems:

- This framework can be leveraged to examine other institutions or systems within our society.
- Democratization of all systems of care are necessary to liberate humans from systems of oppression.

Reviewing Landscape and System Design

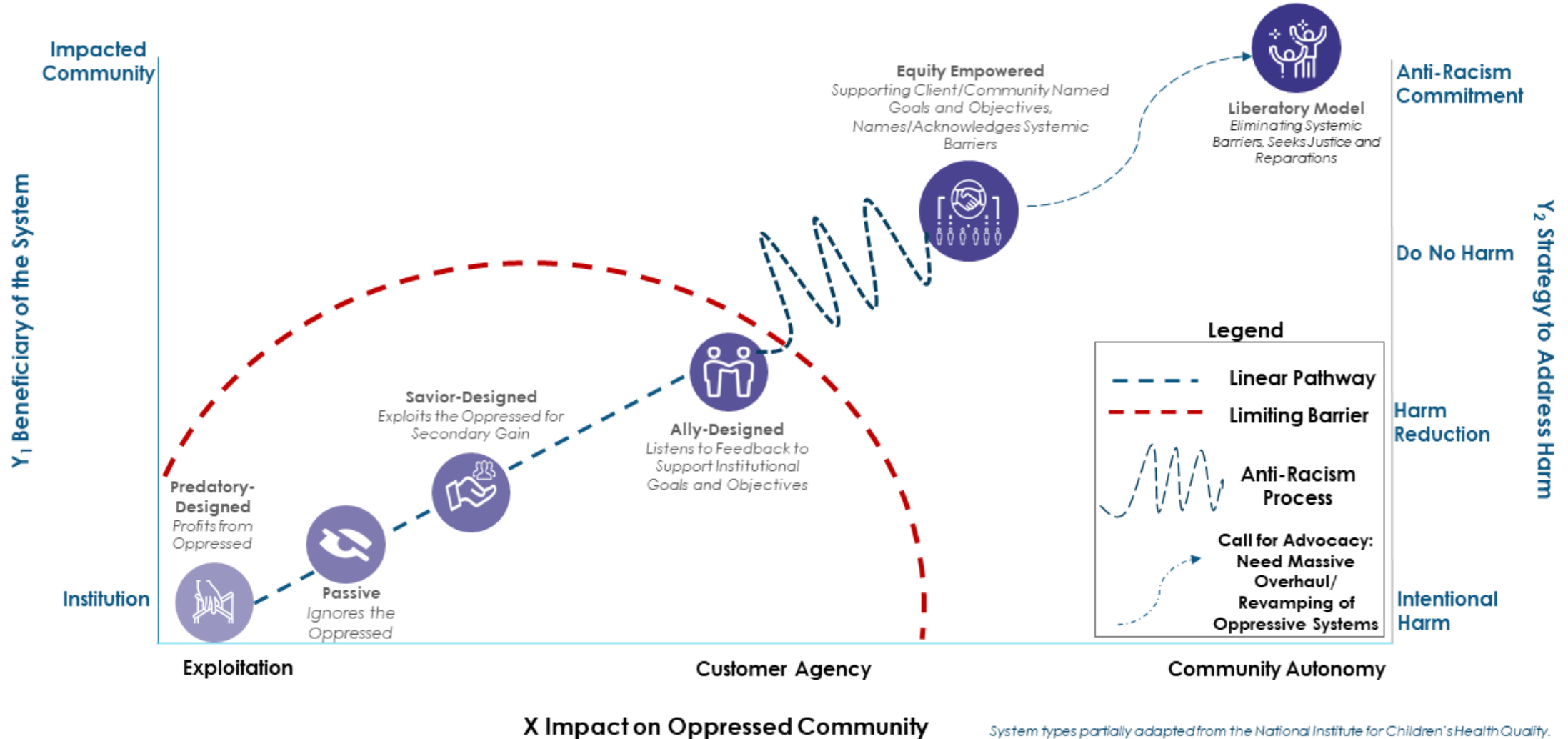
The Goal is a Liberatory Model

Identifying Your Institutions System Type and Characteristics

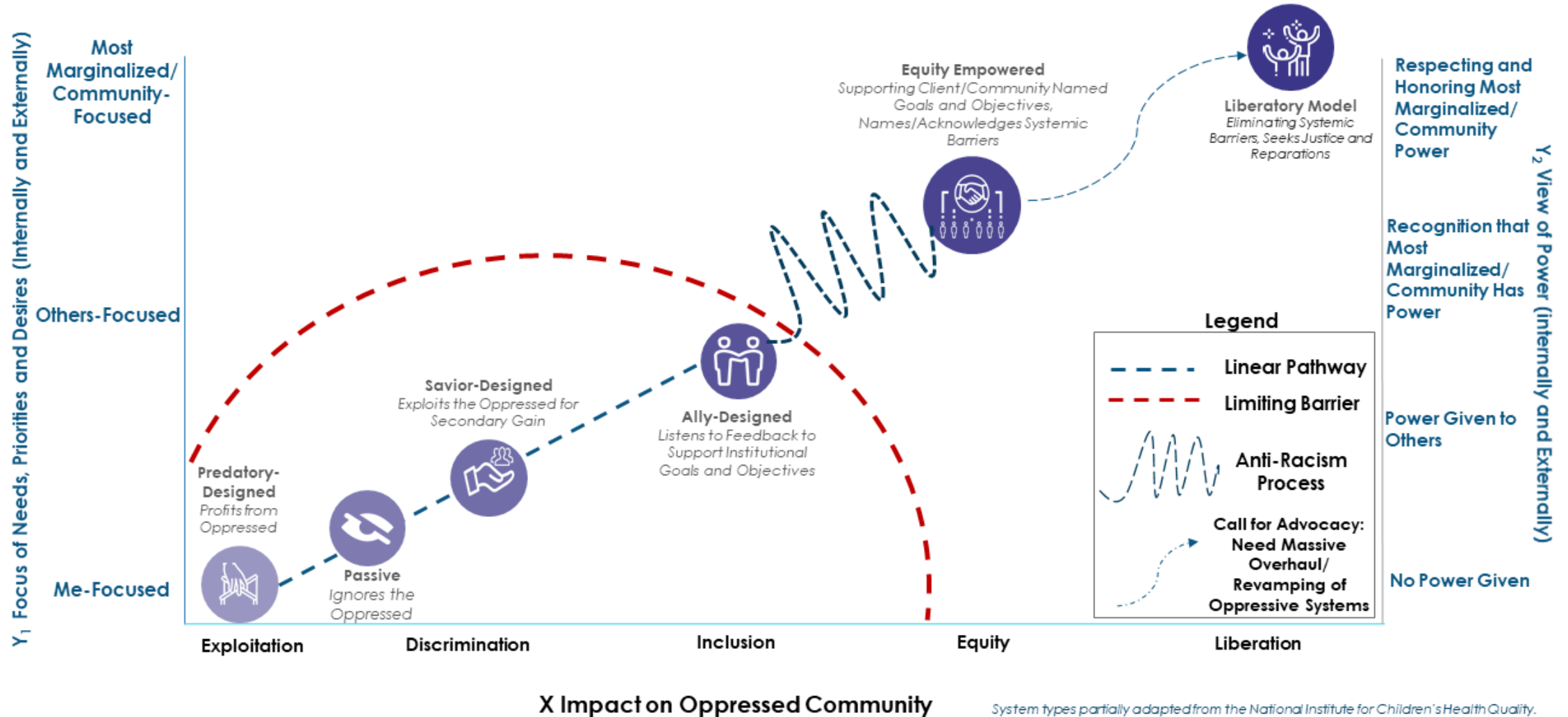
Reflecting on Your Individual Role Within the System

Continuous Reflection and Evolution

Landscape of Data System Design: Institutional Reflection



Landscape of Data System Design: Individual Reflection



Case Examples and Reflection Questions

Predatory	Passive
<p>Jennifer sends a check to support a local nonprofit during the holidays, that nonprofit unbeknownst to Jennifer sells her name and contact information to a 3rd party. That 3rd party sells her information to another nonprofit and Jennifer receives mailing and support requests from the 2nd nonprofit.</p> <p>How much influence do you feel you have in the programmatic/service delivery decisions made by your organization?</p>	<p>Samuel fills out an intake screening form at a meal distribution program. The form is required by a government agency. The form asks for members of Samuel's household and their income, zip code and the last 4 digits of Samuel's social security number. The meal program sends the information to the government but also keeps the information on file.</p> <p>How do you prioritize the needs, priorities, and desires of the most marginalized over your needs, priorities, and desires? In what cases you prioritize your own needs?</p>
Savior-Designed	Ally-Designed
<p>Shea goes to the doctor, when he arrives, he's asked to complete a packet of paperwork, which includes a questionnaire on a series of his experiences as a child. During his visit, his doctor mentions he has a high "ACES" score and told he would be referred to a counselor with no explanation of why.</p> <p>How do you respect and honor the existing power of the community and the most marginalized in your work?</p>	<p>Chastity was asked to attend a focus group for a program she uses. The parenting organization is developing a new approach and wanted her to share her thoughts and pros and cons. Chastity provides a lot of feedback to what will work for her and what doesn't. The organization thanks her for her input and makes changes that are affordable and the least labor intensive for staff.</p> <p>How do you prioritize the needs, priorities, and desires of the most marginalized over your needs, priorities, and desires. In what cases do you prioritize your own needs?</p>
Equity-Empowered	Liberatory
<p>Joe a program officer for a foundation, as a white male is aware of his privilege. While at work and in meetings, he creates space for his BIPOC or female colleagues who traditionally get spoken over to share insights on topics. He also ask all members of the meeting to consider and consult with who is not in the room when making decisions</p> <p>How do you share power with others? In what instances what stops you from sharing power?</p>	<p>ASPIRATIONAL</p>

Audience: Discussion

