

THE DATA FOR EQUITY MODEL



**EVIDENT
CHANGE**
Inform Systems. Transform Lives.

WHAT WE MEASURE REFLECTS WHAT WE VALUE.

Our **intersecting identities** shape our analyses and assumptions about:

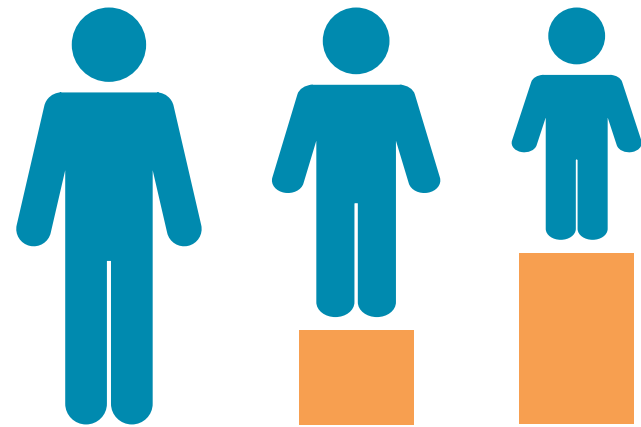
- The people and communities we serve
- What we believe to be equitable outcomes
- How we collect and use people's data



BUT



**DATA +
GOOD INTENTIONS**



EQUITY

**WHAT WE MEASURE
ALSO REFLECTS
OUR BIASES.**

To **achieve equitable outcomes**, we must:

- Be aware of and willing to interrogate our own biases
- Include the experiences of directly affected people when defining equitable outcomes
- Develop equity-specific metrics to assess our efforts



**GETTING TO
EQUITABLE
OUTCOMES IS
OFTEN HARDER
THAN WE THINK.**



- “What works” can mean different things for different groups or people.
- Program goals may align with a big vision but lack specifics about the desired change.
- Evaluation often excludes the perspective of the people represented by the data, creating a definition of “success” that reinforces bias.
- Investments in equity can’t succeed or be sustained if we don’t measure equity outcomes.

THE DATA FOR EQUITY MODEL CREATES:



- A **shared vision of success**, specific equity goals, and ways to measure them
- **Increased emotional bandwidth** for equity work in your organization
- Clarity about why you collect data, what you do with it, and how it shapes your **strategies to achieve equity**
- Capacity to work toward broader **reductions in racial and ethnic disparities**

DATA FOR EQUITY FRAMEWORK COMPONENTS:



LEARNING & DISCOVERY

- Interpersonal/cultural equity assessment
- Shared language
- Data inventory and process maps

GOAL SETTING

- Collective vision including community voice
- Defined equity outcomes
- Clear equity indicators & metrics

COACHING & SKILL BUILDING

- Equity-led data analysis & measurement
- Improved program design & evaluation
- Higher team capacity for equity work

LEARN MORE:



Evident Change is a nonprofit that uses data and research to improve our social systems. We believe our systems should help people achieve their greatest potential, not create barriers to their success.

For more information, call (800) 306-6223 or visit us online at EvidentChange.org and [@Evident_Change](https://twitter.com/Evident_Change) on Twitter.

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