

Draft Equity Guidance Checklist Items - Elevating Best Practices

Purpose: The SEOW created this guidance document to help SEOW members critically evaluate their data analysis and interpretations with an awareness of underlying structural inequities. Whether intended or not, demographic data products have contributed to the perceptions of harmful stereotypes, which undermine the road to full equity. The SEOW encourages members to utilize other resources surrounding equity, diversity, and inclusion to improve their sensitivity to and understanding of the complexities of presenting data.

The following items guide the reflection process in preparing data interpretation and analysis of results for publications of the SEOW with an equity lens.

Equity Checklist

1. What root causes of inequities can be addressed in the analysis of the data?
2. How do our conclusions and/or recommendations perpetuate or dismantle structural inequities, cultural bias, or stereotypes?
3. Which disparities are observed in the data, in particular, through disaggregated analysis by demographic subgroups that are meaningful to the context of the publication? How does your analysis mitigate assumptions surrounding character traits? What are the implications for reporting these disparities?
4. How does the interpretation of the data reflect cultural bias or stereotypes? And what are alternative explanations for findings that are observed?
5. What context can be gained by digging deeper into the data analysis and/or exploring alternative findings? If there is not data in your analytic data set to provide context, are there other sources that we need to include that describe the context?
6. What opportunity is there for involving additional key perspectives in the data collection and analysis? Who else should be involved in interpreting analyses and formulating recommendations (an organization, one or more representatives of a particular group and/or stakeholders)? How does this differ between your primary and secondary data?

Adapted from Equity in Practice Interpretation & Analysis, Learning for Action, August 2018.