

# **Data for Equity Project:**

## **Standards & guidelines for equitable collection, analysis, and acting on socio-demographic data**

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# Introduction

- 1) Definitions
- 2) Goals and Objectives
- 3) Guiding Principles

# Collection of Socio-Demographic Data

- 1) Standardized Socio-Demographic Questions
- 2) Disaggregated Data Collection Guideline
- 3) Privacy, confidentiality, and information management Standards
- 4) Indigenous Data Governance

# Analyzing Data

- 1) Data Analysis to Identify Inequities & Systemic Discrimination
- 2) Raced-Based and Gender-Based Analysis
- 3) Intersectional Analysis
- 4) Equitable Interpretation of Data

# Sharing and Communicating Data

- 1) Communicating Data Internally
- 2) External Sharing and Disclosure of Data

# Acting on Demographic Data

"Acting on demographic data" means:

**Utilize analysis results to transform the way we work and make informed decisions in areas such as policy development, strategies, community planning, and resource allocation, ensuring actions are tailored to the specific needs of equity-deserving groups in Kitchener.**

# Implementation Plan

- 1) Implementation Phases
- 2) Organizational Roles, Accountability Mechanism and Responsibilities
- 3) Resources, Tools and Staff Training
- 4) Communication Plan



# Periodic Review and Future Improvements

- 1) Black Communities
- 2) Other Marginalized Communities
- 3) Qualitative Data**

# Thank you!

Questions?