

Data for Equity

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What is Data for Equity?

- **Data for Equity** refers to the use of disaggregated data that is broken down by sociodemographic groups to understand experiences, identify equity and prosperity goals, develop programs and policies that serve all residents more equitably, monitor progress, and assess equity impacts.
- In November 2020, City Council approved the **Data for Equity Strategy**, to support equitable, evidence-based, and accountable decision-making that is responsive to these barriers and experiences.
- This presentation will share:
 - How this work came to be?
 - What are the objectives?
 - What are the components of this work?
 - What is Black Data Governance?



How did it come to be?



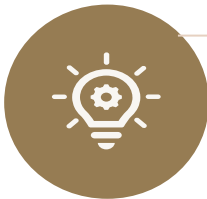
The Context

FNIM, Black, and equity-deserving groups face systemic discrimination and barriers that impact their access to opportunities and outcomes.



The Need

An approach to better amplifying, understanding, identifying and addressing those barriers using evidence and data.



The Response

Enabling the City to collect and use consistent and high-quality socio-demographic and disaggregated data, with an understanding of the unique experiences of these groups, including with data itself.

What are the Main Objectives?

COLLECT

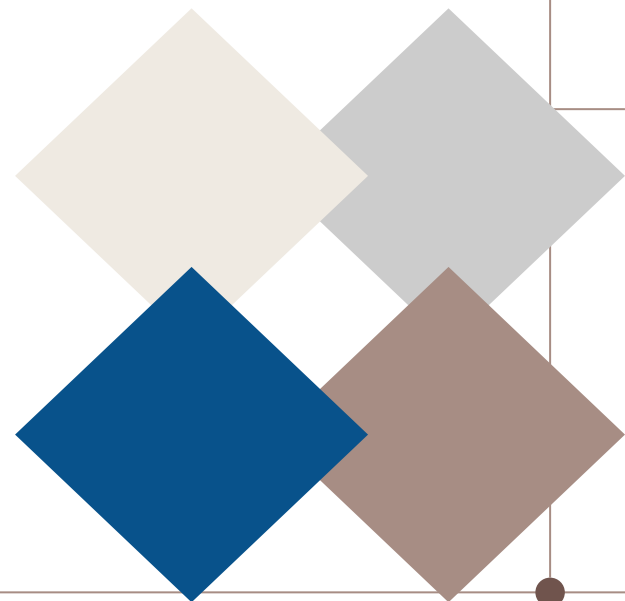
consistent, high-quality and comparable sociodemographic data from Toronto residents and service users

ANALYZE

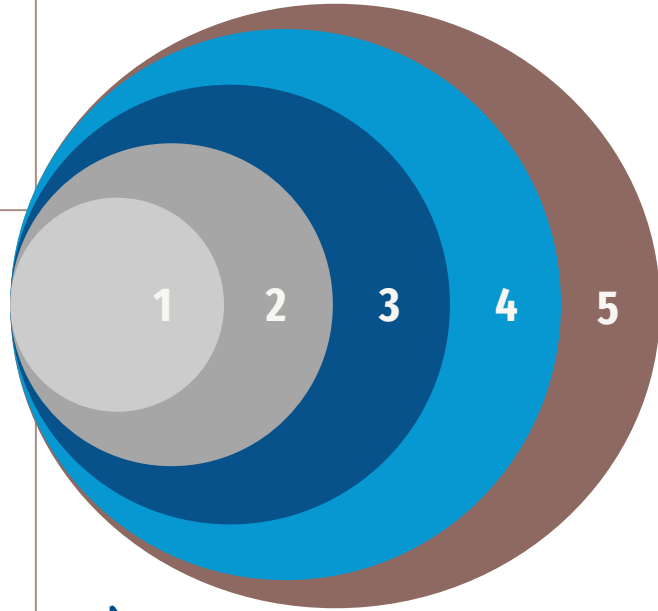
disaggregated data to assess equity impacts and inform service planning, delivery, and policy development

LEVERAGE

existing population-level data to gain insights about all Toronto residents.



Who are the partners?



CLERKS

Information and Data Governance
Policy Framework



TECH SERVICES

Digital Infrastructure Strategic
Framework and Open Data



PEOPLE & EQUITY

Data for Equity Strategy/ Guidelines



SOCIAL RESEARCH

Measure program effectiveness and
community impact



DIVISIONS

Collecting, analyzing and using data
through programs and services

What are the Components of the Work?

This work is focused on creating the enabling conditions to build Divisional capacity, knowledge and support them in collecting, using, analyzing data. The Strategy also includes two distinct frameworks:

First Nations, Inuit, Métis Data Governance

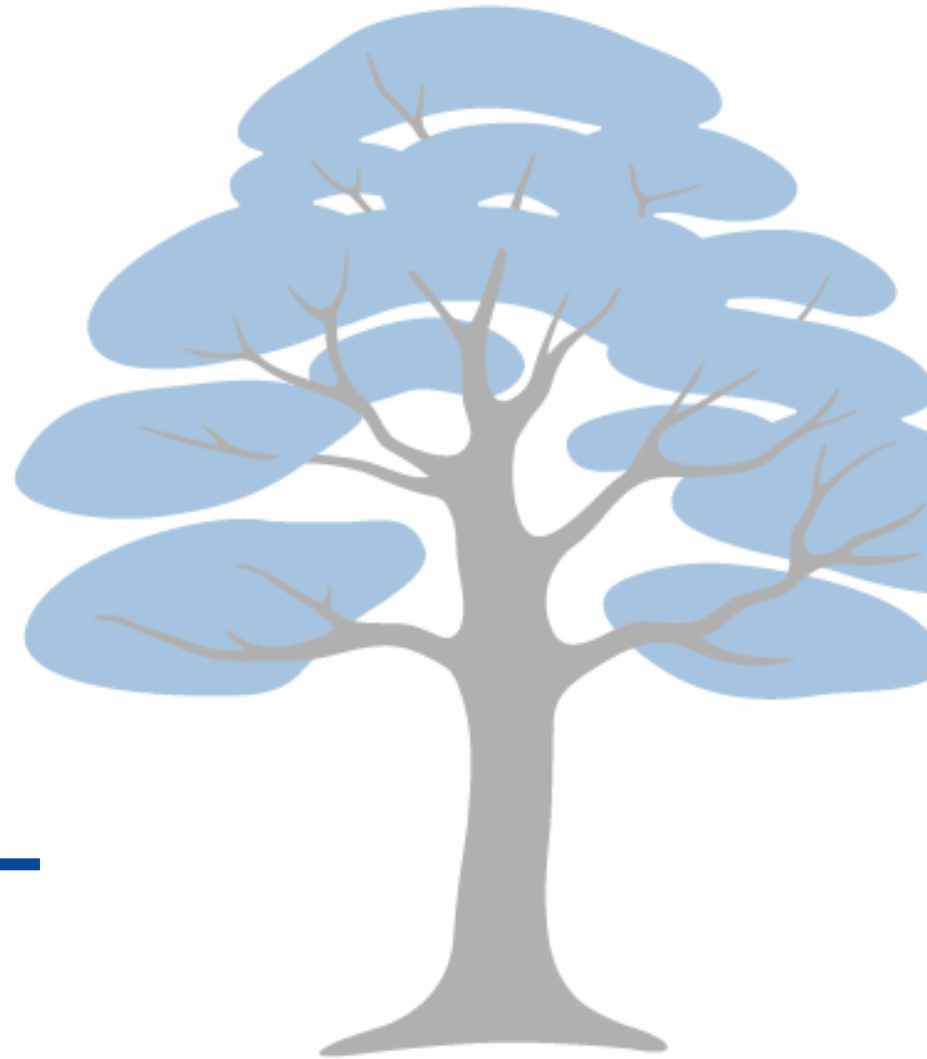
- Recognition of the impacts, history and ongoing experiences with data facing FNIM communities
- Considering and addressing the principles of Indigenous data governance and methods of FNIM engagement and guidance in how data is collected, protected, used and shared
- Building relationships
- Ensuring data is shared and used to the benefit of FNIM peoples

Black Data Governance

- Acknowledgement of the distinct impacts, history and experiences of Black communities with data
- Using an Anti-Black Racism Analysis as embedded in the Toronto Action Plan to Confront Anti-Black Racism
- Ensuring engagement from Black communities
- Sharing data, collaborating and engaging with Black communities to ensure that data supports positive community outcomes

Jemal Demeke, Wellesley Institute

Fiqir Worku, Black Health Alliance



Key barriers with Black data

Community trust is an important issue in big data in Canada.

- Quality and completeness of data sets linked to community trust.
- Inattention to trust can lead to data sets with insufficient quality and quantity of sociodemographic data to promote equity.

But experiences of Black communities include:

- Data collected / extraction not used for community benefit.
- Data collected poorly or analyzed poorly leading to harm.
- Monetization of data with no community benefit.

Engagement, Governance, Access and Protection (EGAP) Framework

The Black Health Equity Working Group created EGAP as a starting point to support data sovereignty for Black communities to have ownership and control over their collective data.

Engagement—**genuine, cyclical, accessible consultation with communities** regarding data collection, management, analysis and use.

Governance—**community decision-making** about engagement processes and data collection, analysis, use, and management, achieved through the establishment of a Community Governance Table.

Access—the **right of communities to access their collective data** and to determine who else can access it, along with the capacity building required to enable this right.

Protection—the **safeguarding of all individual rights and types of data**, including identifiable, de-identified, and anonymized data.



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Black Community Data Governance Framework

The City of Toronto Black community data governance framework offers on how to strategize effectively for the use of race-based data to deliver positive change.

It was informed by four activities:

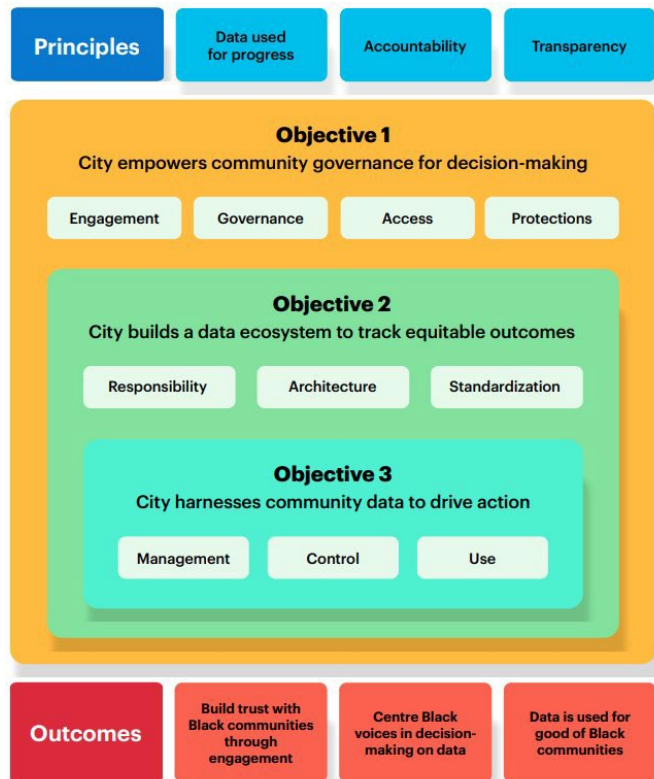
- A **literature review** to identify local, Canadian and international examples of data governance models and policies by relevant stakeholders.
- An **internal scan** with six different city divisions and teams.
- A **Black Data Advisory Circle** to guide the framework's development.
- A total of **eight focus groups** with Black organizational leaders, experts from diverse sectors, and Black communities of Toronto.



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Black Community Data Governance Framework



- Principles were established as guiding values
- Objectives and pillars were identified as strategic priority areas for the successful implementation
- Outcomes provide perspective on the desired benefits



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Reflective Questions

- What resonated or interested you about this work?
- Do you have any suggestions on how to further strengthen and advance Black Data Governance and Data for Equity?
- Are there any alignments or lessons learned from presentations you may have received or work in other jurisdictions/areas?