Diversity, Equity, Inclusion

Group:

- We know what the roadblocks are
- Cost and time, primarily
- Lack of resources leads to data that tends to portray averages and stereotypes
- Storytelling can help elucidate individuals, complexity
- Not only storytelling in terms of the individual respondents, but also storytelling of the data
- This is a remedy and will help us contextualize the nuance in the data we are missing
- Also discussed the value of mixed methods
- Talked about representation
- Whose responsibility is representation?
- Most of us come from narrow backgrounds and fields
- There is a need for more training of people in the value of representation in the data design and collection process
- Fluidity of the naming of identities
- Talked in particular about the issues of multiplicities of the determinants of inequities in data
- Talent pipeline also crucially important for diversity, equity, inclusion, representation
- How to best partner with diverse communities as opposed to extractive research?
  -> Community-driven research: "what do you need?"

- How does the individual identified as opposed to what "we" defined them to be? No one fits into a neat box every time

  -> Models matter. How to define racism? Porpoise?
2) Representation throughout entire process
   - Countering effects of structures, capitalism
   - Sample sizes, small cells
   - Privacy issues
   - Measurement of higher-level constructs

Changes in how identity defined—always playing catch up.
CHALLENGES

- SOURCE & COST OF DATA
  - TRANSLATIONS FOR INCLUSION
  - NEED MORE MONEY FOR GRANTS
  - RECRUIT & RETAIN MEMBERS OF DISADVANTAGED GROUPS
  - DIVERSE SURVEYS COST MORE MONEY
    TAKE MORE TIME

- AVERAGES ARE DECEPTIVE
  - Average response may improve but driven by majority group members
  - ADOPT STORYTELLING
    - OF THE DATA
    - OF RESPONDENTS

- BE INCLUSIVE FROM DESIGN
  - DIVERSE GROUPS INTERVIEW
  - COG TESTING