



Centering Racial Equity in Data Use

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Housekeeping

- Event is being recorded and the recording will be posted online afterward.
- The slides are available online.
- All participants are muted.
- Type your **questions** or **comments** into the Q&A box at any time.



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Centering Racial Equity in Data Use

Sue Gallagher, Children's Service Council of Broward County

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Shared Communities & Shared Commitment to Equitable Data Systems & Use





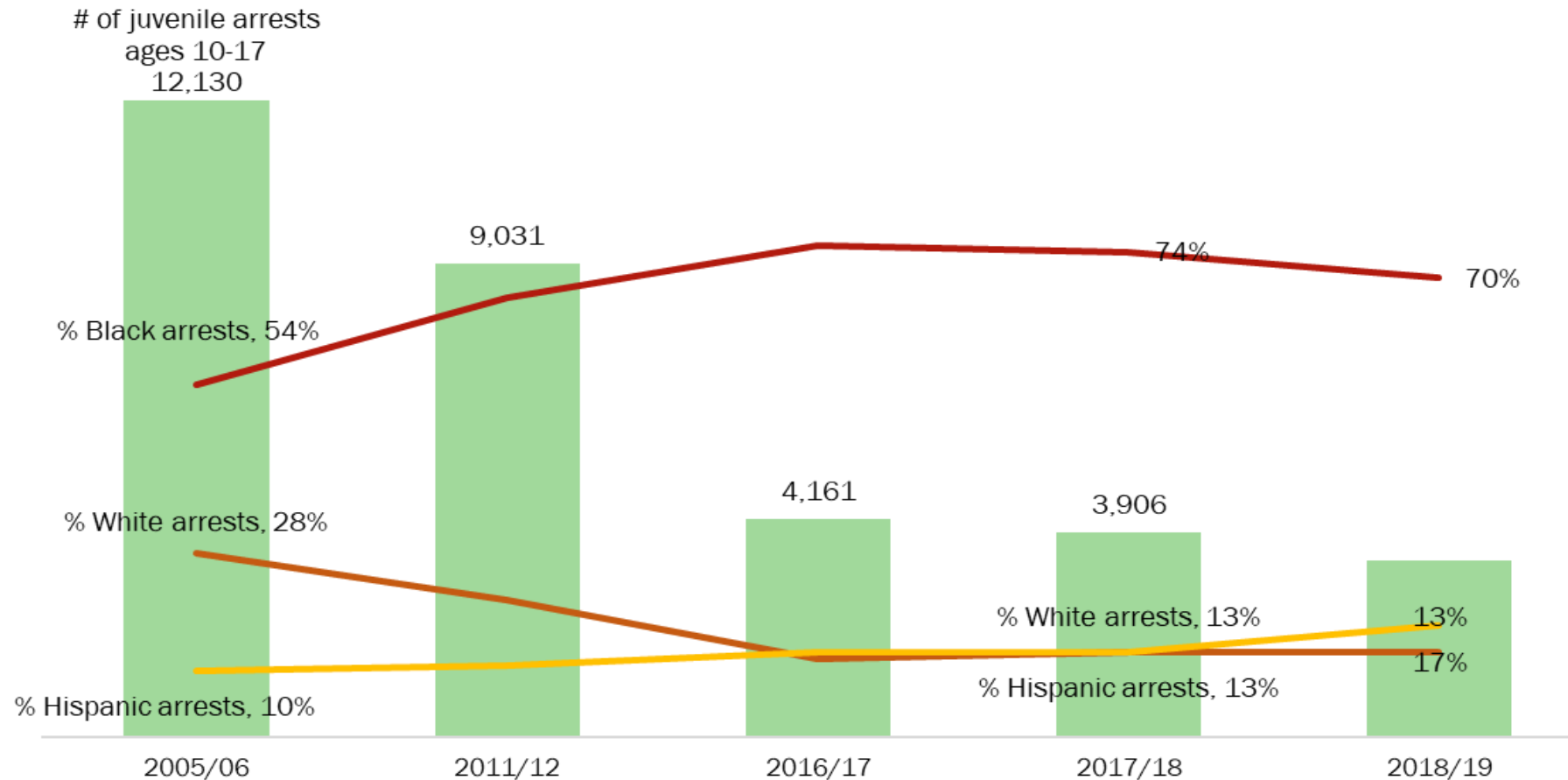
Children's Services Council

of Broward County

Our Focus is Our Children.

Racially Disparate Outcome Data

While the **# of juvenile arrests** has decreased significantly for Black, White, & Hispanic youth, the disproportionality between Blacks & Whites increased since SFY 2005/06. The disparity has started to decrease slightly in SFY 17/18 & 18/19 but is still higher than in previous years . (FDJJ)



Structure of Racism in the US

Bacon's Rebellion

1674

- **Slave Codes**
- **Violence to maintain racial hierarchy**
- Message – Blacks are not human
- **Protests & Resistance**

Civil War

1864

- **Black Codes (Jim Crow)**
- **Violence to maintain racial hierarchy**
- Message – Blacks should be separate
- **Protests & Resistance**

Civil Rights

1964

- **Race Neutral Policies**
- **Violence to maintain racial hierarchy**
- Message – Black behavior is wrong
- **Protests & Resistance**

Ibram Kendi (2016) Stamped from the Beginning: The Definitive History of Racist Ideas in America

White Rage: The Unspoken Truth of Our Racial Divide



1920s

- **1920s**
- White leaders decided it was bad business to mingle the races
- White tourists did not want to see Blacks except as help.
- Use of Eminent Domain - many Black families forced to sell houses East of US 1 for less than the value
- **1922**
- Dr. James Sistrunk- Black Physician arrived
- Planning officials created city grid that solidified segregation
- City officials restricted where black families could live and set curfews at 8 pm or needed permission from White people
- Jim Crow practices in effect: black & white entrances, water fountains, Blacks not able use library, hospital
- Black Beach- substandard open 2 days/week, need ID card. Owners not wanting to see Blacks on the beach
- White Business forced to leave Colored Town
- The police force and White Vigilante justice created fear and mistrust
- Black children only allowed to go to school 3 months of the year once Black only school built in 1924



1930s

- Dillard School went up to 10th grade but had no funding for supplies.
- Black students had to walk from Oakland Park & Dania to get to school because buses were only for White children
- Black neighborhoods had no sidewalks and limited sanitation services
- Violence by whites against blacks was commonplace in the 30s including hangings, shooting, cutting to death.
- Attempt to organize Ft. Lauderdale's Black businessmen failed because there was not enough Black capital.
- **1937**
- Dr. Von D. Mizell arrived
- **1938**
- James L. Bass 1st Black dentist arrived
- **1939**
- Ft. Lauderdale's 1st public housing project build



1940s

- Dr. Mizell requested Library, park, and beach access, sanitary sewage system, increase police protection; not granted until the 1960s
- **1940**
- Segregated Hospital was created (Provident) – Black doctors were not allowed to do surgery in White hospitals and Blacks could not receive treatment in White hospitals
- **1941**
- 1st year black children get 9 months of school- whites fought it wanted them to work in the fields
- **1945**
- Dr. Von Mizell and Eula Johnson founded the Ft. Lauderdale NAACP to fight against police practice of arresting black people at random and making them work in the fields when they could not pay fines.
- **1946**
- Federal Government mandated 9 month school year for Black children
- **1947**
- First 2 Black cops were hired



1950s & 1960s

- **1950s** Sit ins due to no access to restaurants, libraries, and beaches.
- **1960** - Alcee Hastings sued hotels and restaurants to integrate
- **1961**
- Voting barriers were in place for Blacks
- **1963**
- Blacks had the legal right to swim anywhere, yet it took years to integrate, not allowed in restaurants or hotels
- **1964**
- Integration of hospitals was mandated- Blacks received poorer service in White hospital, Black doctors not allowed to work in White hospital, Black doctors lost jobs
- **1966**
- Confederate flag in Fort Lauderdale flown at a protest of Blacks for poor prison conditions.
- NAACP protested "colored men & women signs" at Fort Lauderdale middle school
- **1969** Fort Lauderdale Riot



1960s & 1970s

- Civil rights movement prevalent in Ft. Lauderdale
- School desegregation continues
- KKK maintained a strong presence & responded violently to freedom rides, sit-ins, & mass demonstrations
- **1973**
- Andrew DeGraffenreidt elected 1st black City Commissioner.
- **1972**
- Thomas J. Reddick appointed 1st black Circuit Court Judge.
- **1974**
- K.C.W. (Kathleen C. Wright), first Black female, elected to the school board
- **1970s** - residential segregation increases as middle-class whites abandoned urban residential areas for new developments in suburbs.



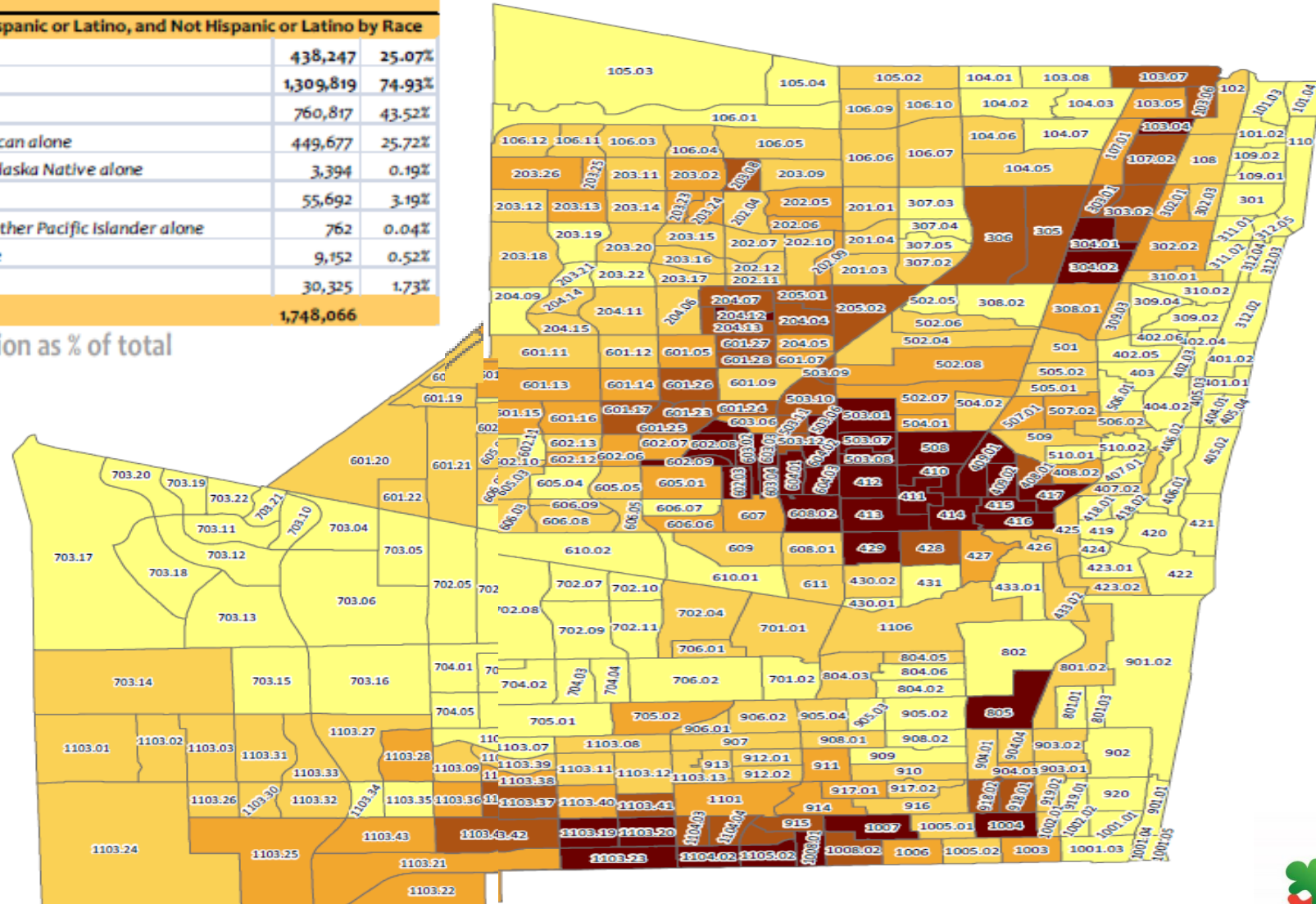
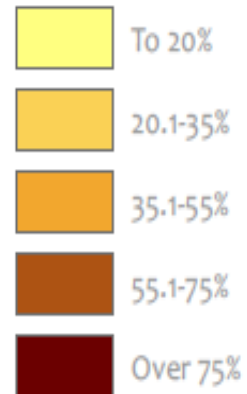
1980's-2015

- **Florida & Nation**
- War on drugs-Sentencing for Blacks results in significant disparity in prison population
- McDuffie Riots in Miami when police were acquitted of murdering an insurance salesman, Arthur McDuffie
- Racial profiling
- Racial wealth gap due to redlining into segregated spaces through 1960s legally (still happening today)
- Predatory lending disproportionately affected people of color
- People of color disproportionately live in concentrated pockets of poverty
- 20% of African-American voters in Florida are disenfranchised (i.e., felons)
- 2005 US Senate apologizes for not passing anti-lynching Bill
- Harvard report on school segregation showing that 70% of African American students are in segregated schools (2000)
- Community of Promise
- Grassroots Partnerships
- Broward Municipal Services District Work Plan
- Other

Population by Race and Ethnicity Census Tracts, Broward County, FL 2010

Broward County		
Census 2010 Table P2. Hispanic or Latino, and Not Hispanic or Latino by Race		
Hispanic or Latino	438,247	25.07%
Not Hispanic or Latino:	1,309,819	74.93%
White alone	760,817	43.52%
Black or African American alone	449,677	25.72%
American Indian and Alaska Native alone	3,394	0.19%
Asian alone	55,692	3.19%
Native Hawaiian and Other Pacific Islander alone	762	0.04%
Some Other Race alone	9,152	0.52%
Two or More Races	30,325	1.73%
TOTAL	1,748,066	

Minority Population as % of total



Data Source: 2010 Census, Redistricting Data, Table P2.

Structure of Racism in Data Systems & Use

Racialized Hierarchy

Social & Spatial Segregation

Justifying Narrative

Design of Anti-Racist Data Systems

Racialized
Hierarchy

Equitable Funding
Shared Decision
Making

Social
Spatial
Segregation

Non-Data/Non-Service
Relationships

Justifying
Narrative

Humanizing Stories
Focus on Policy/System

Community Participatory Action Research



Child Welfare

Juvenile
Justice

Behavioral
Health

Note: Image from Free Child Institute



Principles to Advance Equitable Data Practice

Leah Hendey, Urban Institute

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Elevate Data for Equity

<https://www.urban.org/elevate-data-equity>



URBAN WIRE DATA/ VIZ FEATURES POLICY DEBATES PARTNER PROJECTS NEXT50

Elevate Data for Equity

Improve community health. Advance economic mobility. Reduce persistent poverty. Communities across the country are tackling ambitious goals like these, and data can be a powerful tool in their fight.

But not everyone has access to data or the skills and resources to use those data to advocate for change. In particular, marginalized communities, including people of color and those with low incomes, are often shut out of opportunities to access data or have been harmed by others who are using data irresponsibly.

Through this project, we aim to help philanthropy, researchers, nonprofits, and local governments invest in data capacity and make data practices more equitable.

Foundations

Invest in Data Capacity

A community with data capacity is one where people can access and use data to understand and improve outcomes where they live. Foundations have the resources and influence to help remedy the shortage and the unequal distribution of local data capacity and to enhance a community's ability to achieve change. Foundations can promote, champion, and invest in the data capacity of their grantees and of the community more broadly. Doing so will better equip communities to use data to understand issues

Data Analysts

Develop Equitable Data Practice

Data are not neutral—they are shaped by people's decisions about which data matter, how they are collected, and how they are analyzed and shared. And data have been used against people of color and other marginalized communities, from [historical redlining practices](#) to [modern biases in hiring algorithms](#). Even when data aren't used to intentionally harm, they are often created and analyzed without input from the people at the heart of the issues being studied. With a critical lens, analysts can evaluate their data practices

Data are not neutral

Principles are needed to protect
people and communities

Principles for Equitable Data Practice

- **Beneficence** – maximize benefits and avoid causing harm
- **Respect for persons** – uphold people's power to make decisions in their interest and protect those without power
- **Justice** – fair distribution of burdens and benefits among people

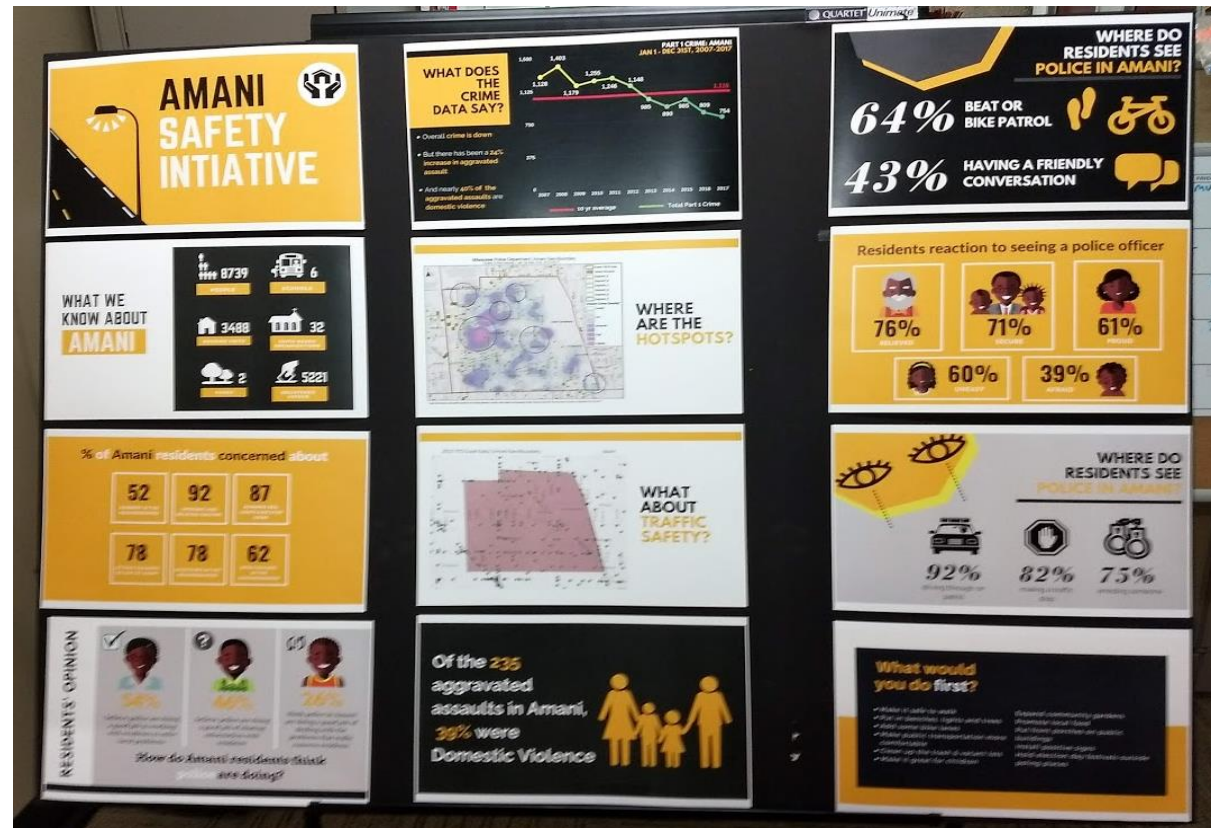
Stages of the Data Life Cycle

- Acquisition
- Processing/analysis
- Dissemination
- Disposition

Aggregate- and Individual-Level Data

- Administrative
- Surveys
- Focus groups
- Interviews

Data Dissemination in Milwaukee's Amani Neighborhood



DATA YOU CAN USE

FROM PEOPLE YOU CAN TRUST

Everyone has a duty to use and manage data responsibly and ethically

- Organization and agency leaders
- Data stewards and managers
- Researchers and analysts
- Data users

Reference Links

- **Principles for Equitable Data Practice**
 - <https://urbn.is/3dET7if>
- **Resource List for Equitable Data Practice**
 - <https://urbn.is/3kvoPm7>



Centering Racial Equity in Data Use

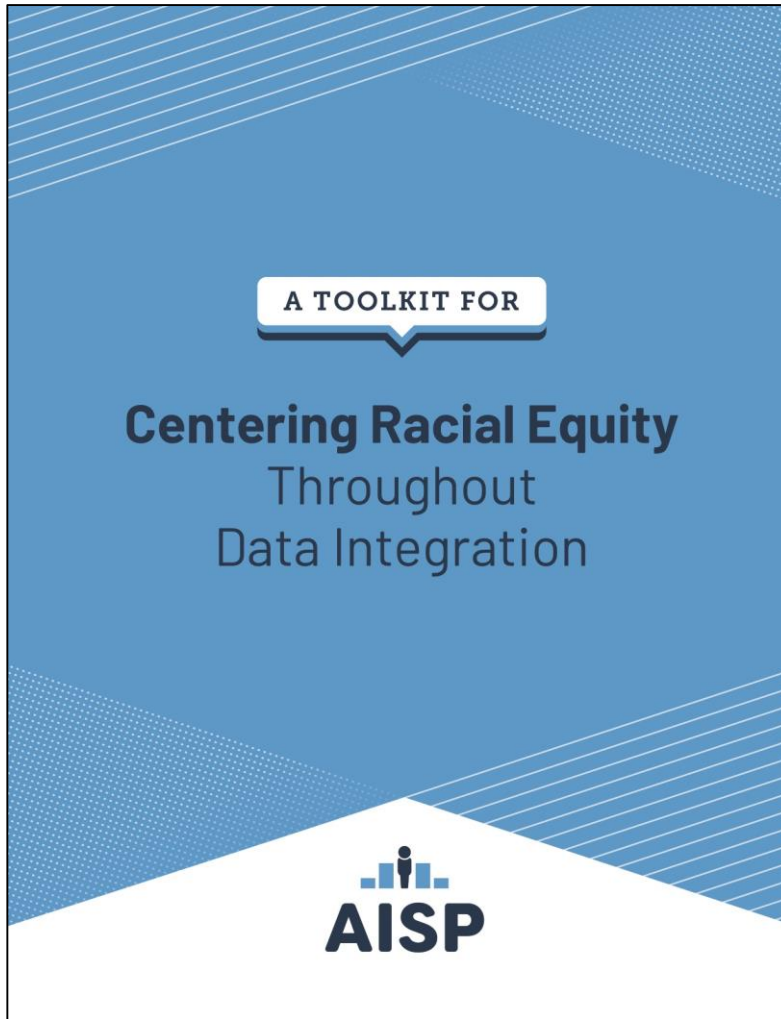
Bridget Blount, Baltimore's Progress

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BALTIMORE'S PROMISE

Bridget Blount
AISP Learning Community Cohort #2



<https://bit.ly/CenterRacialEquity>



Hawn Nelson, A., Jenkins, D., Zanti, S., Katz, M., Berkowitz, E., et al. (2020). [A Toolkit for Centering Racial Equity Throughout Data Integration](https://bit.ly/CenterRacialEquity). Actionable Intelligence for Social Policy, University of Pennsylvania.

Process



The Current Moment is Complicated.

Governments have more capacity than ever before to share and use longitudinal administrative data for analytics and decision-making.

This represents an improvement on:

- Hunches
- Doing what we've always done just because
- Limited surveys/small sampling

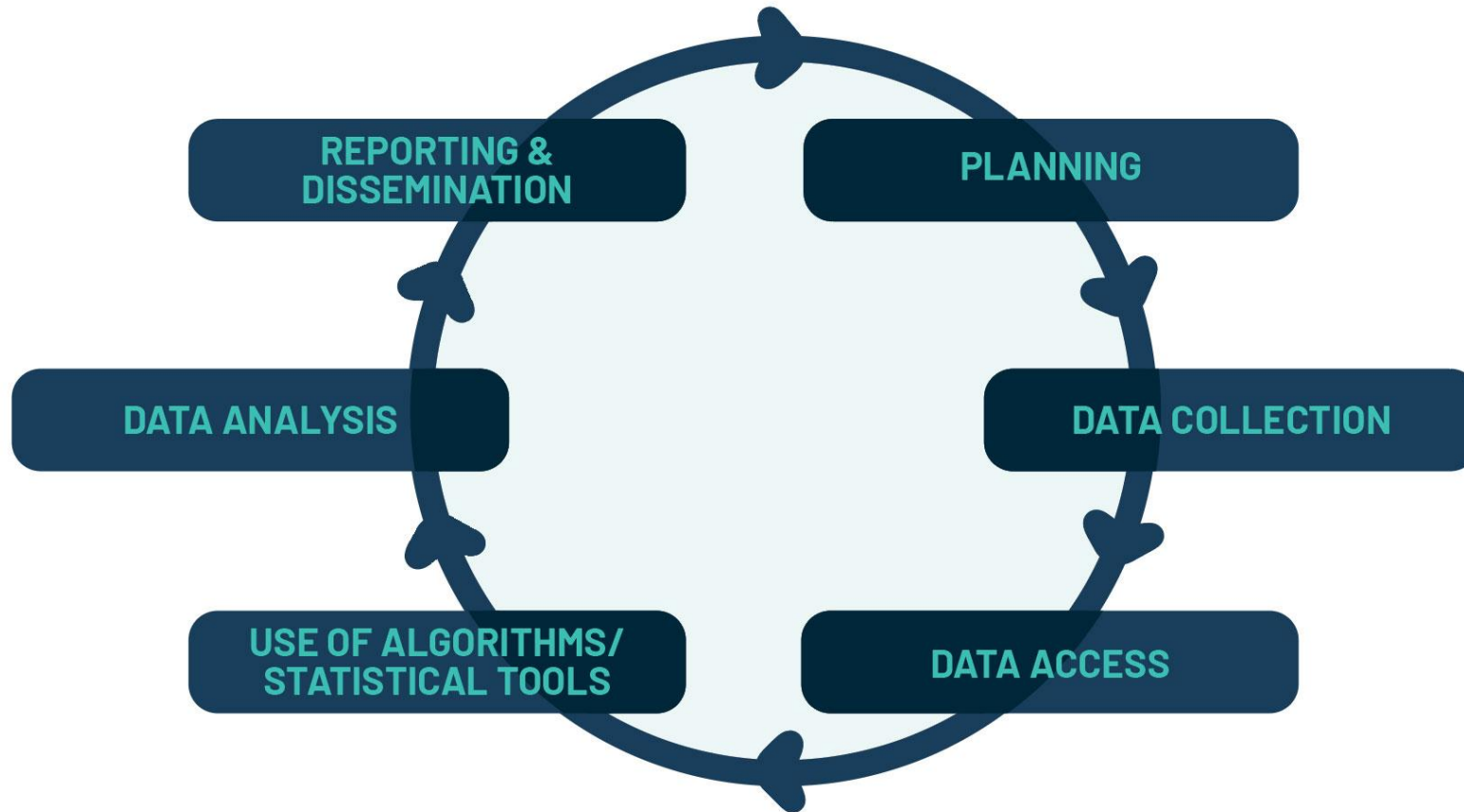
But administrative data and analytic tools are not:

- Reflective of lived experience
- Historically contextualized
- Good at distinguishing correlation vs. causation
- A measurement of what matters most

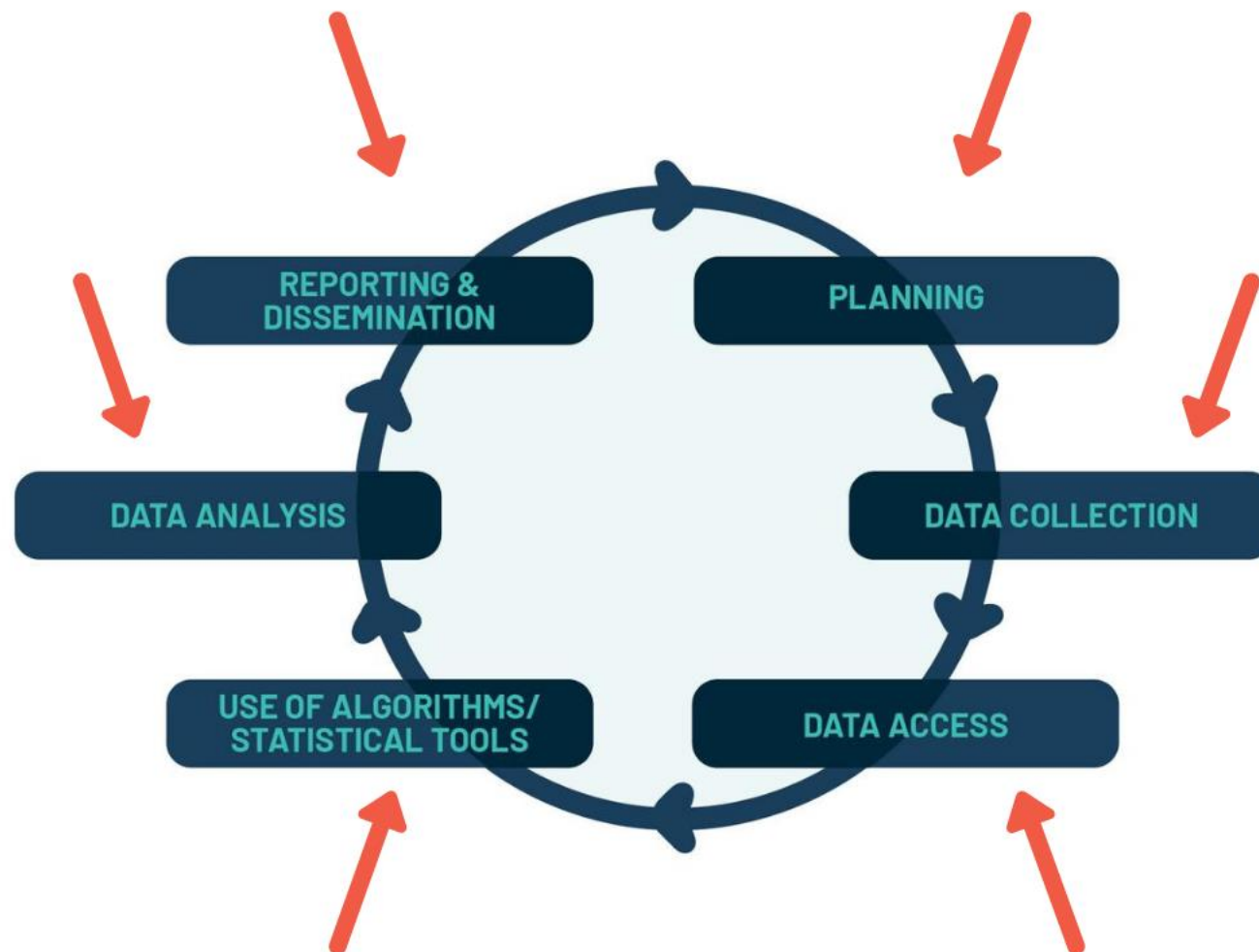
As railroads and highways both developed and decimated communities, so too can data infrastructure.

We can co-create data infrastructure to promote racial equity and the public good, or we can invest in data infrastructure that disregards the historical, social, and political context.

Where do we need to center racial equity?



Where do we need to center racial equity?



WE STRONGLY ENCOURAGE:

- Inclusive participatory governance around data access and use
- Social license for data access and use
- A developmental approach to data sharing and integration—start small and grow

WE DISCOURAGE:

- Broad access to individual-level linked data
- Data use for enforcement or investigation actions against residents
- Use of predictive algorithms without determining responsibility, explainability, accuracy, auditability, and fairness*
- Use of linked data across institutions that have patterns of institutional racism, specifically, law enforcement, which has demonstrated significant racialized harm without sufficient safeguards in place

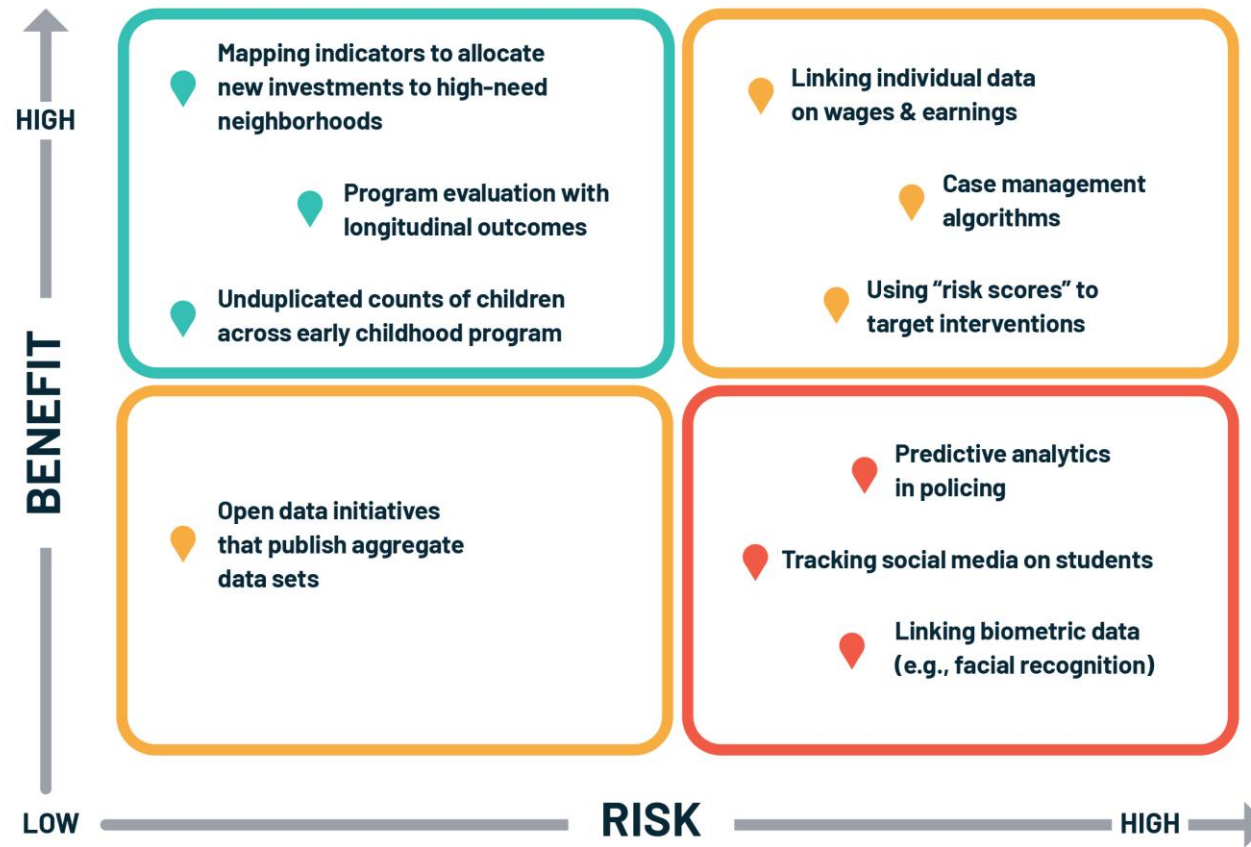
A Toolkit for Centering Racial Equity
Throughout Data Integration



<https://bit.ly/CenterRacialEquity>
#CenterRacialEquity

*<https://www.fatml.org/resources/principles-for-accountable-algorithms>

Benefit/Risk Matrix



OPEN DATA	RESTRICTED DATA	UNAVAILABLE DATA
Data that can be shared openly, either at the aggregate or individual level, based on state and federal law. These data often exist in open data portals.	Data that can be shared, but only under specific circumstances with appropriate safeguards in place.	Data that cannot or should not be shared, either because of state or federal law, lack of digital format (paper copies only), or data quality or other concerns.

Data Classification Matrix

Data can be shared with agreement and approval through governance	Open data; can be shared without an agreement
Not shareable	Technology and/or data structure limits ability to share data

Planning



Racial Equity in Planning: Positive & Problematic Practices

POSITIVE PRACTICE	PROBLEMATIC PRACTICE
Including diverse perspectives (such as community members with lived experiences and agency staff who understand the data) on planning committees	Using only token “representation” in agenda-setting, question creation, governance, or IRB review
Building capacity for researchers, administrators, and community participants to work together on agenda-setting	Using deadlines or grant deliverables as an excuse to rush or avoid authentic community engagement
Researching, understanding, and disseminating the history of local policies, systems, and structures involved, including past harms and future opportunities	Using only historical administrative data to describe the problem, without a clear plan of action to improve outcomes
Building data literacy among organizations and community members, which could range from light engagement through public activities like data “gallery walks” to more intense involvement, such as community-based participatory action research	Failing to manage expectations around what the data are capable of telling or how long it will take to see marked changes in data, actions, and outcomes
Establishing a common language and agreed upon sources and methods for reporting on community-based indicators	Failing to revisit indicator and outcome metrics regularly and revise when necessary
Clearly discerning who decides how to frame the problem or determine what questions to ask	Relying on academic institutions to frame the problem and research questions while failing to engage community-based organizations
Planning that includes the use of an asset; creating a framework that aims to clarify how to improve policy, services, and outcomes	Planning that includes the use of a deficit; creating a framework to describe outcomes
Lifting up the research needs of community to funders; helping shape funding strategy with funders to support community-driven research	Accepting grant/philanthropic funding for a project that is not a community priority or need

Racial Equity in Planning: WORK IN ACTION

Broward Data Collaborative by Sue Gallagher

Created in 2017, the Broward Data Collaborative (BDC) seeks to improve the outcomes by integrating data from multiple sources to inform evaluation, research, and care. The BDC consists of Broward County Public Schools, Broward County Human Services, Broward Behavioral Health Coalition, Florida Departments of Children and Family Justice, Early Learning Coalition of Broward, and the Children's Services Council of Broward County (which acts as the BDC backbone organization). In planning the BDC, the Council of Broward County used a Community Participatory Action Research (CPAR) to operationalize their core values of equity and transparency and account for the structural racism perpetuated by the community's systems and organizations. The BDC aims to help the BDC create racially equitable structures by involving system participants in the process of governance, research, evaluation, and solution creation to address the and social/spatial gaps that are all too common between the predominantly White community governing integrated data systems and the BIPOC using public services.

Through this planning process, the BDC has worked to provide a seat at the proverbial table for youth and residents whose data are represented in the child-serving integrated data system (IDS). The BDC's recognition that their county-level systems produce racially disparate outcomes has guided them to build nonhierarchical relationships between the community and professionals. The BDC is creating an integrated data system that allows them to share strengths with their community and community members and use data to co-create system and policy improvements.

Appendix I: Work in Action Throughout the Data Life Cycle

The following section includes site-based examples of Work in Action throughout the data life cycle, expanding upon the briefs included within the main part of the Toolkit.

Racial Equity in Planning: WORK IN ACTION

Broward Data Collaborative by Sue Gallagher

Who: Broward Data Collaborative, Children's Services Council of Broward County

Where: Broward County, Florida

Organization Type: Government Agency, Community-Based Organization

Domains: Child welfare, behavioral health, juvenile justice, early learning, school, human services, prevention programs.

Goal/Impact: Through equitable collective action, diverse research strategies, and the use of high-quality data, to generate actionable intelligence that improves quality-of-life outcomes and community conditions.

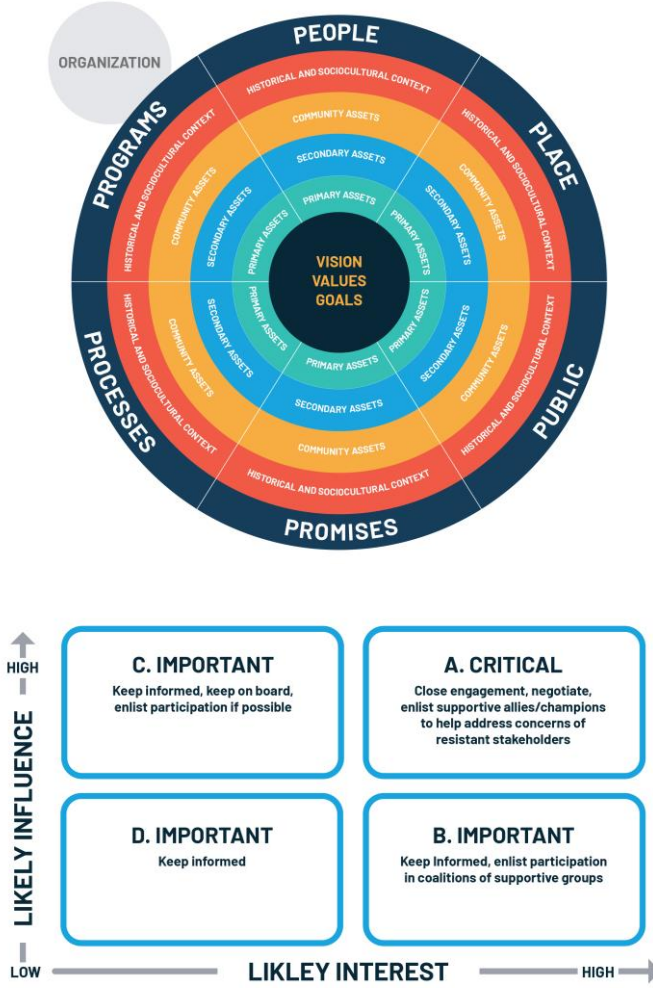
The Broward Data Collaborative (BDC) has worked to provide a seat at the proverbial (and literal) table for residents whose data is represented in the child-serving integrated data system (IDS). The BDC's recognition that their county-level systems produce racially disparate outcomes has guided their work to begin building nonhierarchical relationships between the community and professionals, inviting system participants to tell strengths-based stories about themselves and their community and use data to co-create system and policy improvements.

The BDC was created in 2017 with support from AISP through the AISP Learning Community initiative. The BDC seeks to improve the outcomes of residents in Broward County by integrating child-serving data from child welfare, behavioral health, juvenile justice, schools, early learning systems, county human services, and prevention programs. Data uses for the BDC include evaluation, research, and care coordination. The Children's Services Council of Broward County, the BDC's backbone organization, is an independent special taxing district that funds prevention programs for children and families in Broward County and has led the Broward Children's Strategic Plan for 20 years. Currently, the BDC's partners include senior leadership, researchers, and technology professionals from the human services agencies providing data to the BDC.

The BDC has rejected a race-neutral or colorblind design for data access and use. Instead, the BDC is intentionally designing an IDS framework that accounts for the historical and ongoing structural racism in the community, human services system, and service organizations. Too often, data infrastructures exist as racialized hierarchies with predominantly White researchers/policy makers and system professionals yielding power over participants represented in the data who are disproportionately BIPOC. Additionally, there is typically social and spatial segregation between users of the IDS, the system professionals, and people

Toolkit Activities

ORGANIZATIONAL Mission/vision, values, goals of the organization overall and in the context of the relationship		
	OVERALL	RELATIONSHIP-SPECIFIC
MISSION / VISION	What is the overall mission/vision of the organization?	Is there a specific mission/vision for the relationship/project?
VALUES	What values structure the work of the organization?	How do these values manifest in this project?
GOALS	What are the stated and implied goals of the organization?	What are the goals specific to this relationship?



(adapted from Bryson, J. 2004)

Biggest Takeaway?

Whether you're a data owner, a data steward, a data custodian, a caseworker — no matter where you are, there is something you can do, today, to center racial equity.

"We are working to create a new kind of data infrastructure – one that dismantles 'feedback loops of injustice'* and instead shares power and knowledge with those who need systems change the most.

Will you join us?"

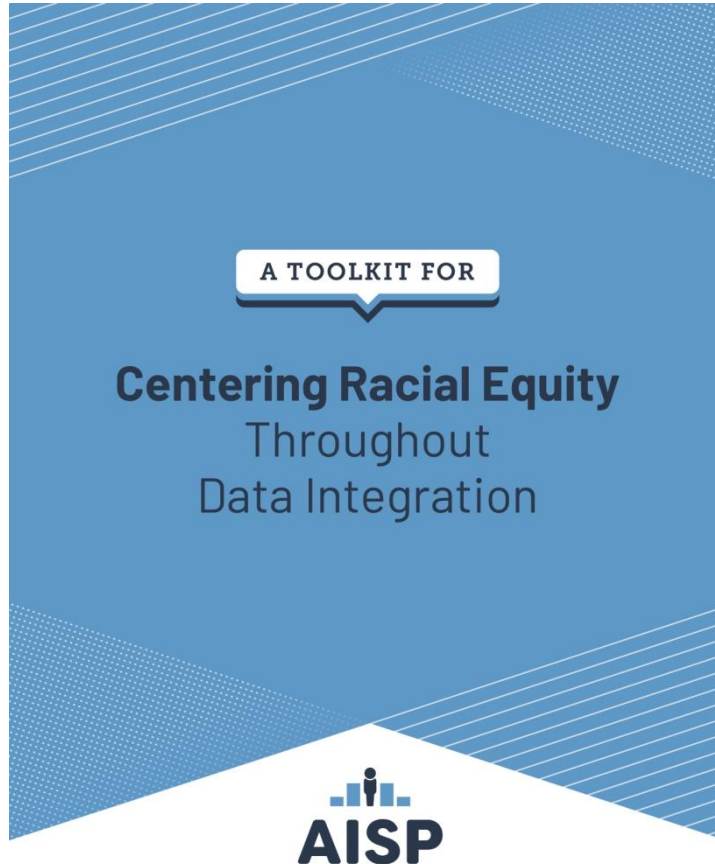
–The authors of A Toolkit for Centering Racial Equity Throughout Data Integration

<https://bit.ly/CenterRacialEquity>
#CenterRacialEquity



*Eubanks, V. (2018)

Recommended Reading



Next Steps

- Support sites in shift practices. Implement dissemination strategy, including workgroup participants presenting at national/international conferences
- Begin thinking about the update, as practices are growing and changing rapidly

Presenters' Contact Information

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