University Task Force on Individual, Institutional and Systemic Bias

The Executive Committee of the Task Force on Individual, Institutional and Systemic Bias on July 31, 2019 approved in concept several preliminary recommendations of task force work groups for referral to appropriate administrative units to explore implementation. Specific details of implementing the frameworks set forth in the recommendations will be developed by these units, with in-depth consideration of associated concerns and processes, after which the recommendations will presented to senior leadership for adoption.
QUESTION #2
Data and data feedback loop – How are we using data that informs us of the progress we have made? Data that clearly shows our strengths related to diversity and inclusion? Data that identifies areas for improvement?

Task.ISB Executive Committee Meeting – July 31, 2019
Problem/Situation

• VCU’s Office of Institutional Research and Decision Support collects and manages data. In addition, significant amounts of data are collected and utilized by other offices and units.
• Because the collection and use of data is so widespread, we do not always have a way of knowing which units/people are collecting, analyzing, and distributing data across the campus, or how they are collecting, analyzing and distributing data.
• This lack of information and organization may result in the perception of diminished transparency regarding data, data management and analysis. There are several recommendations to optimize our transparency and effective use of data across VCU.
Research

- Growing demand for utilizing data to “tell the story of the data and effectively communicate that insight”

- Data can be used for significant social impact
Recommendations

• The Office of Institutional Research and Decision Support should continue to develop ways to communicate with the university community wherever possible.

• Provide infrastructural support for data management and transparency. This may include, but is not limited to:
  – Develop greater structural and functional support for the Data and Information Management Council (DIMC). We encourage the DIMC to be transparent with its work and processes.
  – Develop a matrix for units to report back their data collection processes and use of data and to provide samples of that use.
  – Develop procedures for data access and transparency. These procedures should address decision-making levels, appropriate authorization offices, and a reporting process for concerns.

• Develop best practices for data usage, specifically in terms of diversity and inclusion. This may include, but is not limited to:
  – Develop and execute a series of mini-seminars for data users regarding data and its function in diversity and inclusion practices and policies.

• Establish procedures and policies regarding data collection and report out timelines institution-wide data collection processes.