

NW Diversity Learning Series Session, January 27, 2022
“Fact or Fiction: Learning How to Challenge DEI Data”
Presenters: Jevin West and Carl Bergstrom



After Session Discussion Guide:

This discussion guide aims to help you engage with and reflect on your learning from the Session, “Fact or Fiction: Learning How to Challenge DEI Data”. We encourage you to reflect collaboratively with your colleagues and discuss how to apply critical questions to the development of your organization’s DEI data.

1. What do you really want to know about your organization’s DEI efforts? What data could provide a clear indication of your organization’s progress on DEI? What’s the best way to collect that data? (A good reference is the [Global Diversity, Equity, and Inclusion Benchmarks](#)).
2. What can you do to create a culture of healthy skepticism within your organization, where it’s okay to question data and the process through which it was obtained?
 - a. For example, to ask questions like: who is providing this data, how do they know it, and what are they trying to sell me or convince me of?
3. When looking at DEI data, what context is needed to make sure the data is significant and presents a true picture of the facts? Remember the presenters’ DACA data example. Also, what relevant information might be missing from the data your organization presents? We recommend you examine a specific set of data to have this discussion.
4. How can you question your own assumptions about what is good DEI data and prevent confirmation bias from seeping in?

Take advantage of the After Session Resources posted on the ISDI website to help you get into the details of this discussion:

<https://www.i4sdi.org/2022-after-session-resources>