

## Identity Based Data Collection – Overview and Standards

- The Research, Evaluation, Analytics and Data Division is responsible for identity based data collection at the OCDSB;
- Work on identity based data is governed by the Anti-Racism Act and the Data Standards issued by the Province of Ontario for all public sector organizations. The Act seeks to eliminate systemic racism and advance racial equity supports and acknowledges four groups that are most adversely impacted by racism, including Indigenous, Black, and Jewish communities, and communities that are adversely impacted by Islamophobia.
- The Act requires the Province to set targets within 12 months of the adoption of the Act (May 2018). Such targets may inform our work/responsibilities, but are not yet available.
- The district submitted a grant application to the Education Equity Secretariat of the Ministry of Education last year. The grant application sought funding for two things – some readiness work on data infrastructure and a qualitative research project to engage in conversations with the community to better understand lived experiences in our schools regarding systemic racism. This work was considered an important first step in seeking community input to help inform thinking about how the collection of identity based data could help to overcome systemic racism.
- The grant application was initially approved by the Ministry; however, funding was delayed and only recently became available. The Division has been continuing with this work within existing resources.
- The data standards include requirements that the school board must follow; rationale for each standard; and Guidance about exemplary practices. The standards cover 7 areas- see reverse.
- The current focus of our work is capacity building in terms of understanding the data standards. Data standards 1-5 emphasize the importance of organizational planning and readiness prior to any data collection. This includes identification of organizational objectives, responsibilities, training on both anti-racism and responsibilities under the Anti-Racism Act, data governance and organizational needs assessment.
- Some organizational readiness work must occur before community consultation and some is achieved based on what is learned from the community.
- Community consultation, modelled on the grant proposal, is proposed for Spring 2019. Between now and then, staff will be working on the following:
  - Data standards knowledge and capacity building;
  - Liaison with other school districts and public sector organizations;
  - Establishing a group of community agency partners that can inform our work;
  - Work with ACE and IEAC will continue to be consulted as regular advisory bodies to the district;
- Planning and preparation for data collection would occur between March and June 2019;
- Identity Based Data Collection planned for fall of 2019; methodology to be determined (ie at registration, as a census, etc)

## Overview of the Data Standards

1. Assess, Plan and Prepare
  - Identify need and establish specific organizational objectives for personal information collection based on stakeholder and community input.
  - Determine organizational priorities and resources and conduct a privacy impact assessment.
  - Identify meaningful policy, program, or service delivery outcomes, and establish an analysis plan.
  - Establish data governance processes and develop and plan collection policies and procedures, including measures related to quality assurance and security of personal information.
  - Identify training needs and develop and deliver appropriate training and other resources to support compliance with the ARA, the regulations and the Standards, and relevant privacy legislation.
2. Collect Personal Information
  - Communicate the purpose and manner of personal information collection to clients and communities.
  - Implement the collection of personal information based on voluntary express consent.
3. Manage and Protect Personal Information
  - Implement processes for quality assurance and the security of personal information.
  - Maintain and promote secure systems and processes for retaining, storing, and disposing of personal information.
  - Limit access to and use of personal information
4. Analyse the Information Collected
  - Calculate and interpret racial disproportionality or disparity statistics.
  - Apply thresholds and interpret whether notable differences exist that require further analysis and/or remedial action.
5. Release of Data and Results of Analysis to the Public
  - De-identify data sets and results of analyses before making information public, consistent with Open Government principles.
  - Include results of racial disproportionalities or disparities in the reports to the public, along with thresholds used.
6. Support and Promote Anti-Racism Organizational Change
  - Use information to better understand racial inequities, and to inform evidence-based decisions to remove systemic barriers and advance racial equity.
  - Continue to monitor and evaluate progress and outcomes.
  - Promote public education and engagement about anti-racism.
7. Participant Observer Information (POI)
  - Plan to collect, manage and use POI with input from affected communities and stakeholders.
  - Implement the collection of POI according to requirements for indirect collection.
  - Have measures in place to ensure the accuracy of POI before use.