

## Critical Data Literacy

The Office of Institutional Diversity defines critical data literacy through six (6) behavioral dimensions. An employee who is critically literate with institutional data will:

Dimension	Critical Data Literacy Behaviors	Resources
Practice care	<ul style="list-style-type: none"> <li>• Prioritize beneficence</li> <li>• Ensure respect for persons</li> <li>• Pursue justice</li> </ul>	Gaddy, M., & Scott, K. (2020). <a href="#">Principles for advancing equitable data practice</a> . Washington, DC: Urban Institute.
Maintain technical proficiency	<ul style="list-style-type: none"> <li>• Familiarize with data infrastructure</li> <li>• Practice navigating data management tools</li> <li>• Access resources and consult experts</li> </ul>	OSU Institutional Analytics & Reporting (IAR) <a href="#">Decision Support</a> .
Scrutinize data infrastructure	<ul style="list-style-type: none"> <li>• Recognize data limitations and imperfections</li> <li>• Advocate for change in data infrastructure</li> <li>• Attend to data limitations and inquire with integrity</li> </ul>	We All Count (2022) <a href="#">The data equity framework</a> .
Examine self as instrument	<ul style="list-style-type: none"> <li>• Practice critical self-awareness</li> <li>• Maintain critical consciousness</li> <li>• Attend to power and sociopolitical positionality</li> </ul>	Kenney, J. (2021). <a href="#">Key concepts: Social identity and socialization</a> . Kenney, J. (2021). <a href="#">Key concepts: Privilege, power and oppression</a> . Kenney, J. (2021). <a href="#">Key concepts: Social justice and transformation</a> .
Sustain dialogue	<ul style="list-style-type: none"> <li>• Convene diverse stakeholders to make meaning of data</li> <li>• Structure dialogue to mitigate power dynamics</li> <li>• Stimulate critical and complex thinking among stakeholders</li> </ul>	Kenney, J. (2022). <a href="#">Foundations for dialogue design</a> .
Lead with quality information	<ul style="list-style-type: none"> <li>• Ask useful change-oriented questions</li> <li>• Communicate insights with discipline</li> <li>• Engage stakeholders to negotiate change</li> <li>• Translate insights into tangible steps toward equity</li> </ul>	Vignos, S. (2019). <a href="#">Data driven decision making</a> . Vignos, S. (2019). <a href="#">Adaptive strategic planning</a> .