# 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:

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Critical Data Literacy Behaviors</th>
<th>Resources</th>
</tr>
</thead>
</table>
| Practice care                    | • Prioritize beneficence  
  • Ensure respect for persons  
| Maintain technical proficiency   | • Familiarize with data infrastructure  
  • Practice navigating data management tools  
  • Access resources and consult experts                                      | OSU Institutional Analytics & Reporting (IAR) *Decision Support*.                                                                          |
| Scrutinize data infrastructure   | • Recognize data limitations and imperfections  
  • Advocate for change in data infrastructure  
  • Attend to data limitations and inquire with integrity                   | We All Count (2022) *The data equity framework*.                                                                                           |
| Examine self as instrument      | • Practice critical self-awareness  
  • Maintain critical consciousness  
  • Attend to power and sociopolitical positionality                           | Kenney, J. (2021). *Key concepts: Social identity and socialization*.  
| Sustain dialogue                 | • Convene diverse stakeholders to make meaning of data  
  • Structure dialogue to mitigate power dynamics  
| Lead with quality information   | • Ask useful change-oriented questions  
  • Communicate insights with discipline  
  • Engage stakeholders to negotiate change  
  • Translate insights into tangible steps toward equity                     | Vignos, S. (2019). *Data driven decision making*.  