

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