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*.                          |