Indiana's data approach to equity, inclusion, and opportunity

July 20, 2022
The Office of the Chief Equity, Inclusion, and Opportunity Officer

Our Vision

To make Indiana a lasting leader in equity, inclusion and opportunity through targeted strategic initiatives and partnerships, policy development, good stewardship, innovation, and next level service so all Hoosiers have access to the tools necessary to experience their best quality of life.
Meet the Team!

Karrah Herring, J.D.
Chief Equity, Inclusion &
Opportunity Officer

Coni Hudson
Executive Assistant to
the CEO

Joseph Pinnell
Deputy Chief & Executive
Director of Workforce
Engagement

Anthony Phillips
Deputy Chief & Executive
Director of External Equity

Josie Fasoldt
Chief Data & Strategy Officer
About Me

JOSIE FASOLDT, CHIEF DATA AND STRATEGY OFFICER AT THE OFFICE OF THE CEIOO

Experience:
- Data analytics
- 10+ years in non-profit and state government
- Management of foundation, state/federal/city government funds, social impact bonds
- Specialties include equity/inclusion/opportunity, criminal justice, and health/human services
- Wife and momma of two
- Fan of bourbon and anime (I have an anime tattoo)
- Learning about my FSHD disability more each day :}
What data can you use from our office for your grant funding decision-making?
The Equity Data Portal

In August of 2021, the Office of the CEIOO through partnership with several state agencies and Indiana's Management Performance Hub (MPH), released the State's first ever data portal that showed specific outcome measurements that our State leadership is tracking.
Equity Data Portal Measures

HEALTH
- Covid Deaths
- Covid Cases
- Infant Mortality
- SUIDs
- Prenatal Care
- Births
- Premature Births

PUBLIC SAFETY
- Arrests
- Re-Arrests
- Recidivism

EDUCATION
- High School Graduation
- Education Attainment

WORKFORCE
- Unemployment Rate
- Unemployment Claims
- Median Household Income
- Workforce Ready Grants

SOCIAL SERVICES
- Children Entering Care
- Children in Care
- Health/Wellbeing
Open Up the Conversation

A MESSAGE FROM CHIEF OFFICER HERRING

"While our work in these areas is informed by many resources in addition to the data presented here, we hope you will use this portal as a gateway to open up conversations regarding Indiana’s opportunities to provide the tools necessary for all Hoosiers to experience their best quality of life. In order to get there, let’s hold one another accountable. This is a great start."
Welcome to the State of Indiana’s Equity Data Portal!

In August of 2020, Governor Eric J. Holcomb shared his thoughts on how true equality and equity lead to opportunities for all. During his address he committed that the state of Indiana would lead by example and take concrete steps to shape the change.
What other data could be beneficial for you?
Other Data

LINKS TO OTHER INDIANA DATA

- Management Performance Hub - Indiana Data Hub
- Indiana Department of Health - Stats Explorer
- Family Social Services Administration - Hoosier Health and Wellbeing
- Indiana State Police - Arrest Dashboard
- Indiana Department of Corrections - ReArrest Dashboard
- Indiana Criminal Justice Institute - Death in Custody
- Indiana Department of Education - INView
- Indiana Commission for Higher Education - CHE Tableau Dashboards
What other ways are we using data at the Office of the CEIOO?
Our Approach

KEY DATA RELATED FOCUSSES FOR THE OFFICE OF THE CEIOO

- Setting aggressive objectives and specific results (OKR framework)
- Addressing the infrastructure (data governance)
"There is only one way to eat an elephant, one bite at a time."

Archbishop Desmond Tutu
Our Vision

1. Create a sustainable EIO infrastructure for Indiana’s State workforce
2. Increase literacy rates for K-12 Black and Hispanic students and students from low socio-economic backgrounds
3. Increase diverse entrepreneurship and access to business capital for historically underrepresented groups
4. Build a sustainable EIO data infrastructure
5. Influence Hoosier anchor institutions to re-Imagine their corporate social responsibility
6. Codify the Office of the CEIOO into legislative statute

Vision
All Hoosiers have access to the tools necessary to achieve their best quality of life

How do we know we are achieving our vision?
Our Objectives

HOW DO WE KNOW WE ARE ACHIEVING THEM? HERE ARE EXAMPLES OF OUR OKR FRAMEWORK APPLIED.

Create a sustainable EIO infrastructure for Indiana’s State workforce

90% of state agencies will report they recommend our training (Next Level Teams)

Build a sustainable data infrastructure

A demographic data governance subcommittee is created and meeting

Influence Hoosier anchor institutions to reimagine their corporate social responsibility

Get at least 1 anchor institution from each Indiana Small Business Development Center Region to commit to regional impact
"Acute focus, open sharing, exacting measurement, a license to shoot for the moon - these are the hallmarks of modern goal science."

John Doerr, Author of Measure What Matters
Data Governance and Demographics

Providing guidance on enterprise standards as it relates to demographics

Our data professionals in Indiana are doing cutting edge work and together we have lots of questions. For example, should we as a state enterprise institute our own categories for race/ethnicity that map to the various federal guidelines? If a state agency wants to have an artificial intelligence solution for specific state services, does that vendor/solution meet our expectations for eliminating bias?
Demographic Data Governance Subcommittee

- The Office of the CEIOO is co-chairing and starting this subcommittee alongside our partners at the Family Social Services Administration

- Kicking off initial meetings in July 2022

- Targeting October 2022 to have Strategic Plan and Targeted Objectives Completed for 2023
Books?

Here are three I recommend to get started...

- *Factfulness* by Hans Rosling
- *Measure what Matters* by John Doerr
- *Weapons of Math Destruction* by Cathy O’Neil
Do you have any questions?

Send them! Feel free to reach out to me at jofasoldt@gov.in.gov, or find me on LinkedIn!

Thanks for having me. I hope you learned something new.