



JOSIE FASOLDT
CHIEF DATA AND STRATEGY OFFICER
OFFICE OF THE CHIEF EQUITY, INCLUSION, AND
OPPORTUNITY OFFICER, STATE OF INDIANA

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

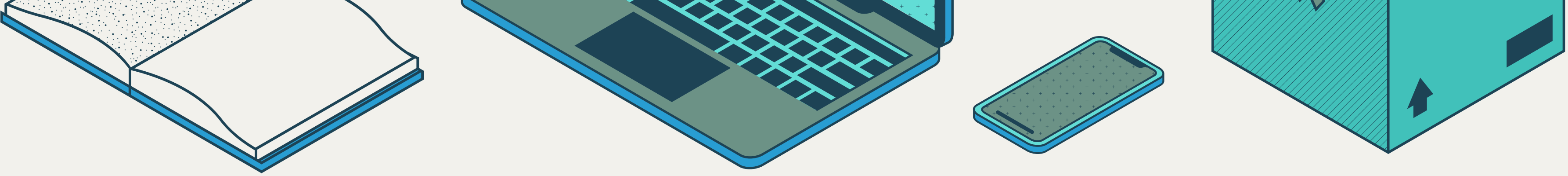
July 20, 2022



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 CEIOO*



*Joseph Pinnell
Deputy Chief & Executive
Director of Workforce
Engagement*



*Anthony Phillips
Deputy Chief & Executive
Director of External Equity*



*Josie Fasoldt
Chief Data & Strategy Officer*



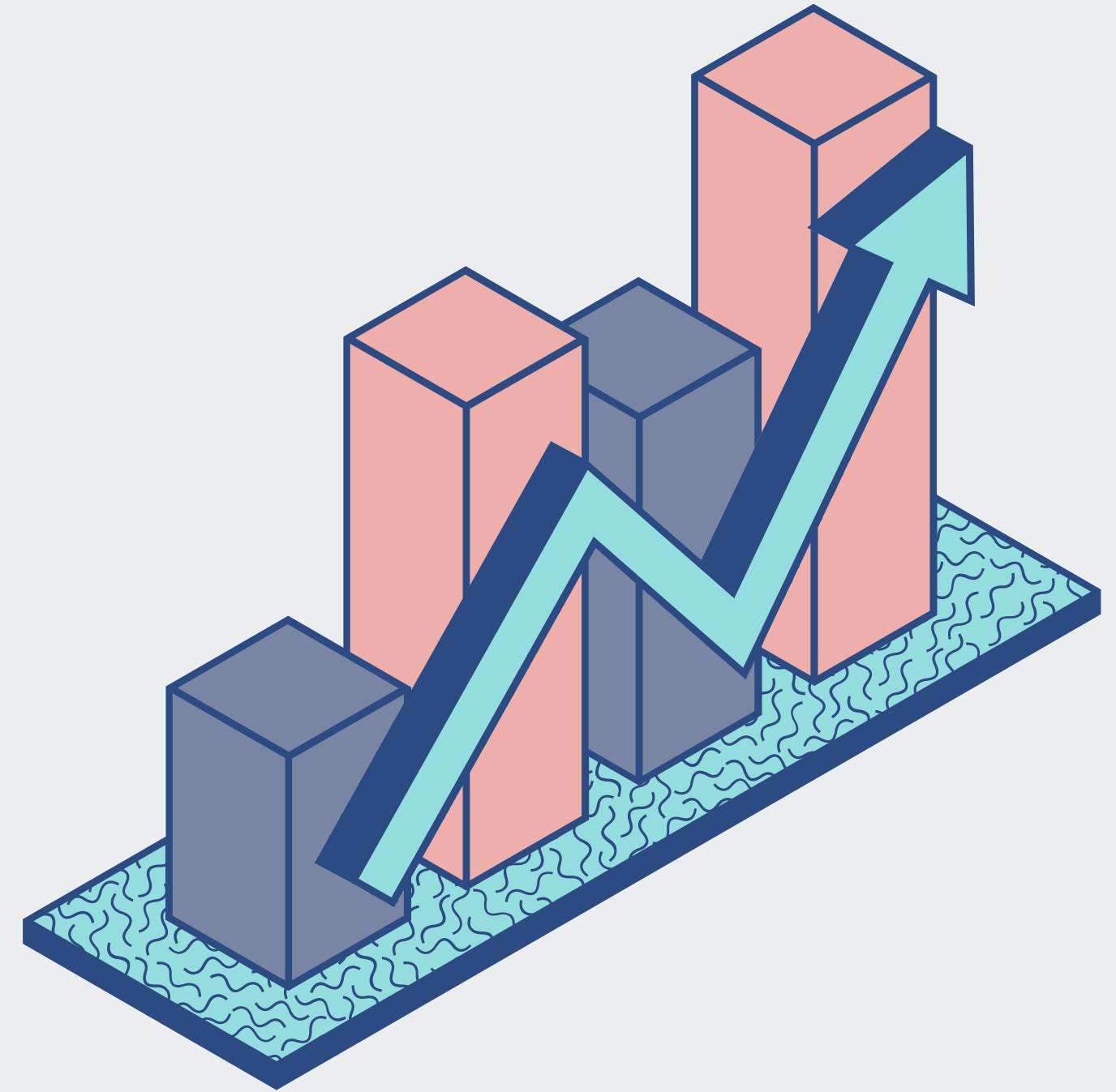
About Me

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

Experience:

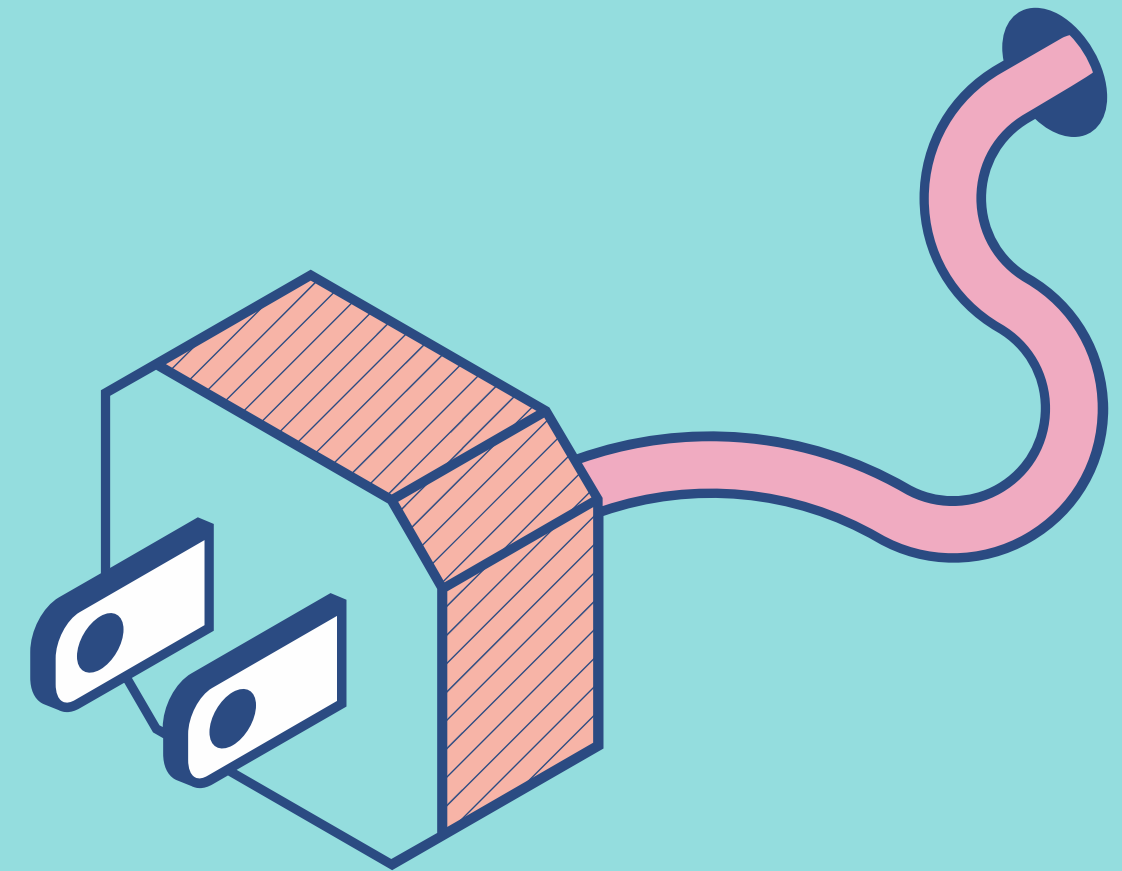
- Data analytics
- 10+ years in non-profit and state government
- Management of foundation, state/federal/city government funds, social impact bonds
- Specialties include equity/inclusion/opportunity, criminal justice, and health/human services
- Wife and momma of two
- Fan of bourbon and anime (I have 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."



Health



Public Safety



Social Services



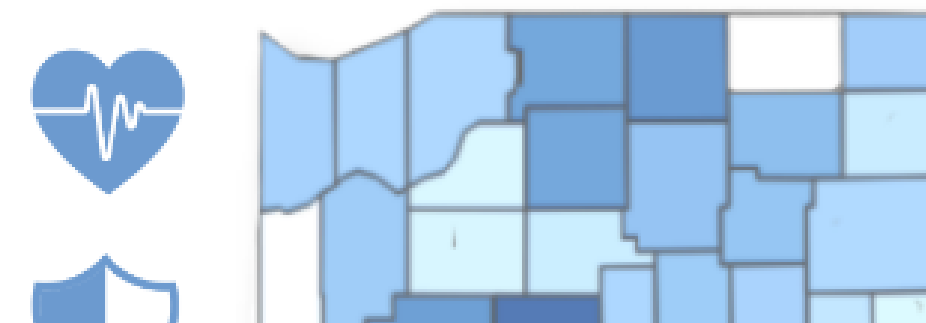
Education



Workforce

Welcome to the State of Indiana's Equity Data Portal!

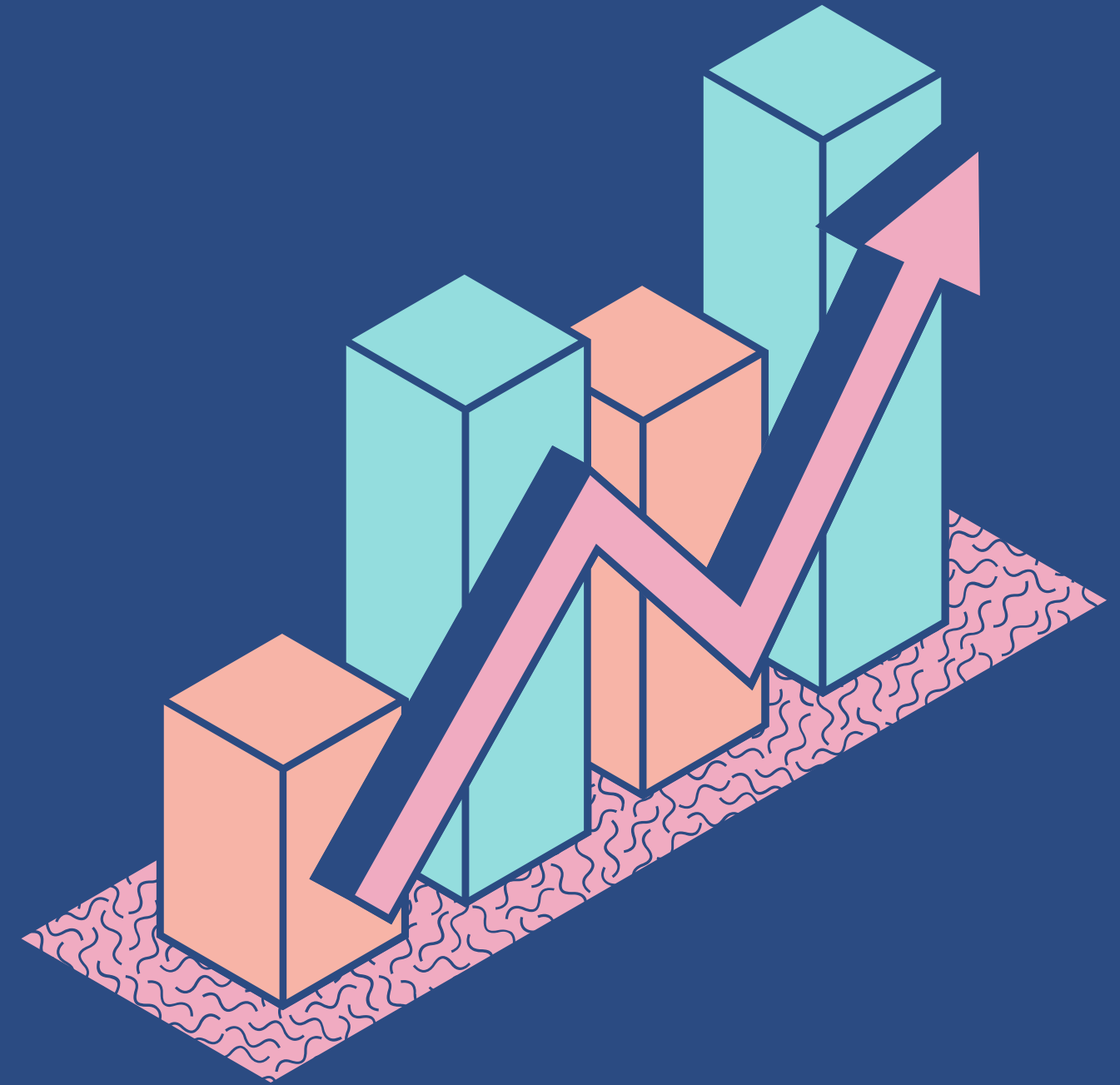
In August of 2020, Governor Eric J. Holcomb shared his thoughts on how true equality and equity lead to opportunities for all. During his address he committed that the state of Indiana would lead by example and take concrete steps to shape the change



Link to the Equity Data Portal..

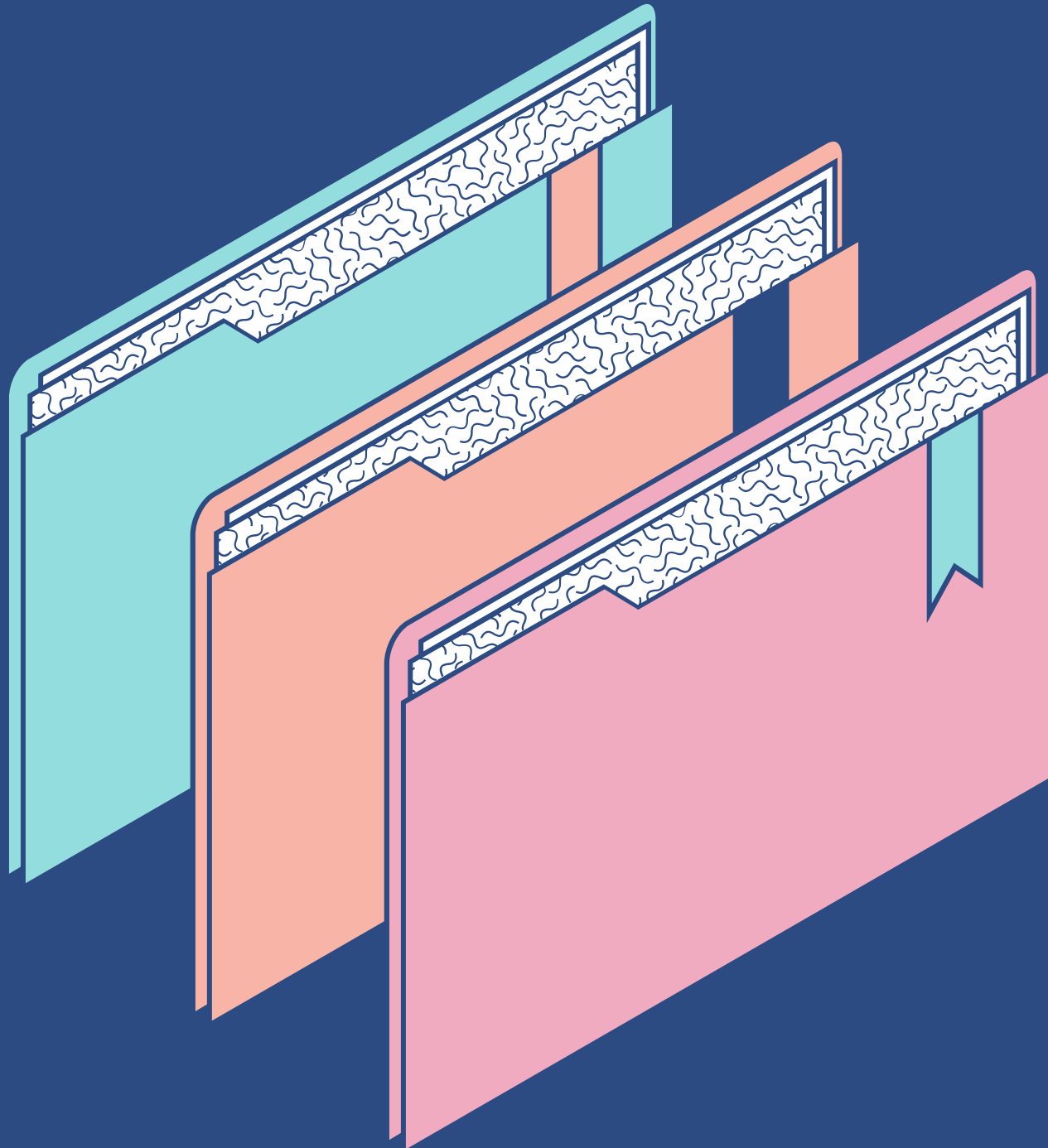
IN.GOV/EQUITY/DATA-PORTAL/

What other
data could be
beneficial for
you?



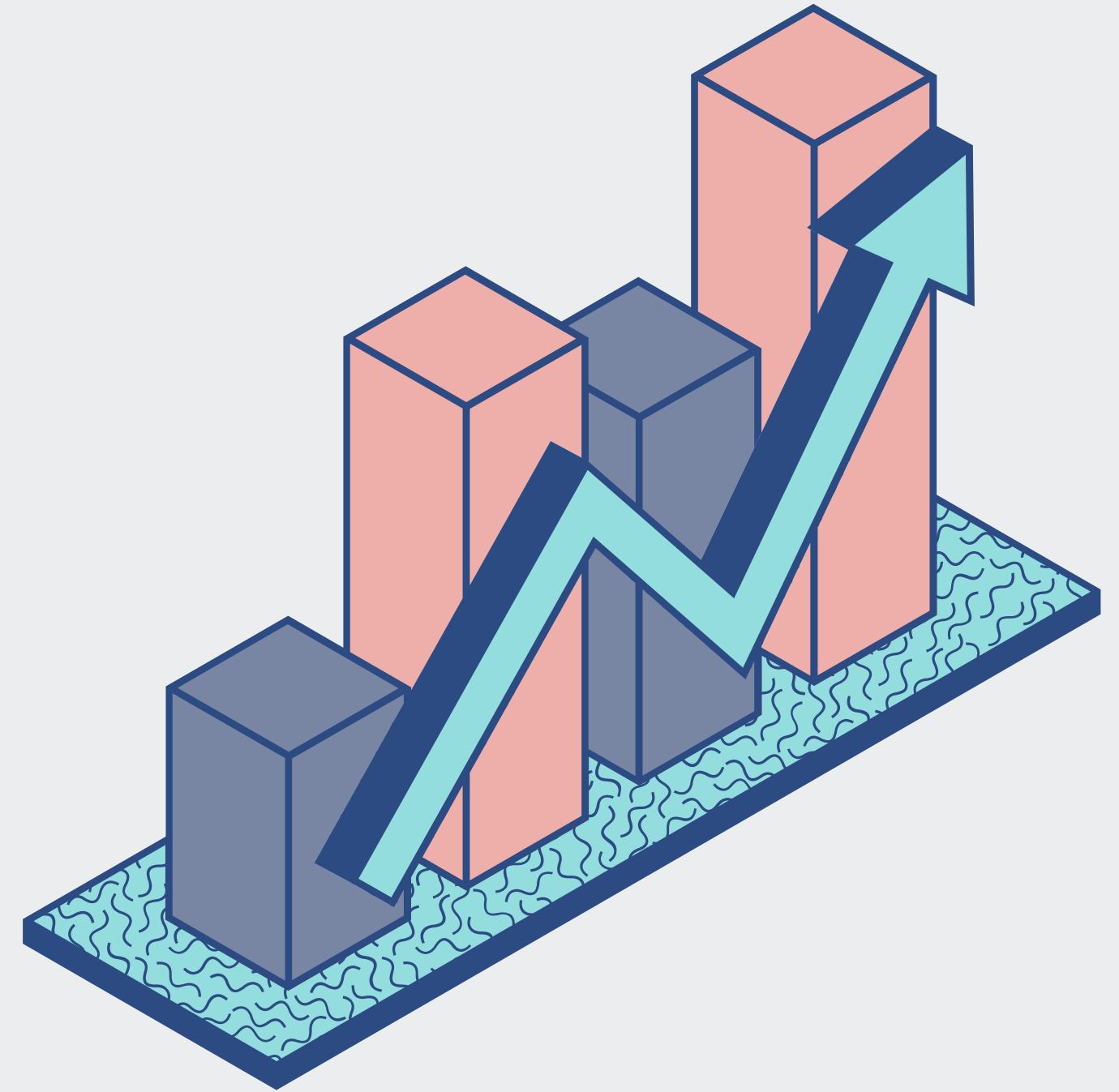
Other Data

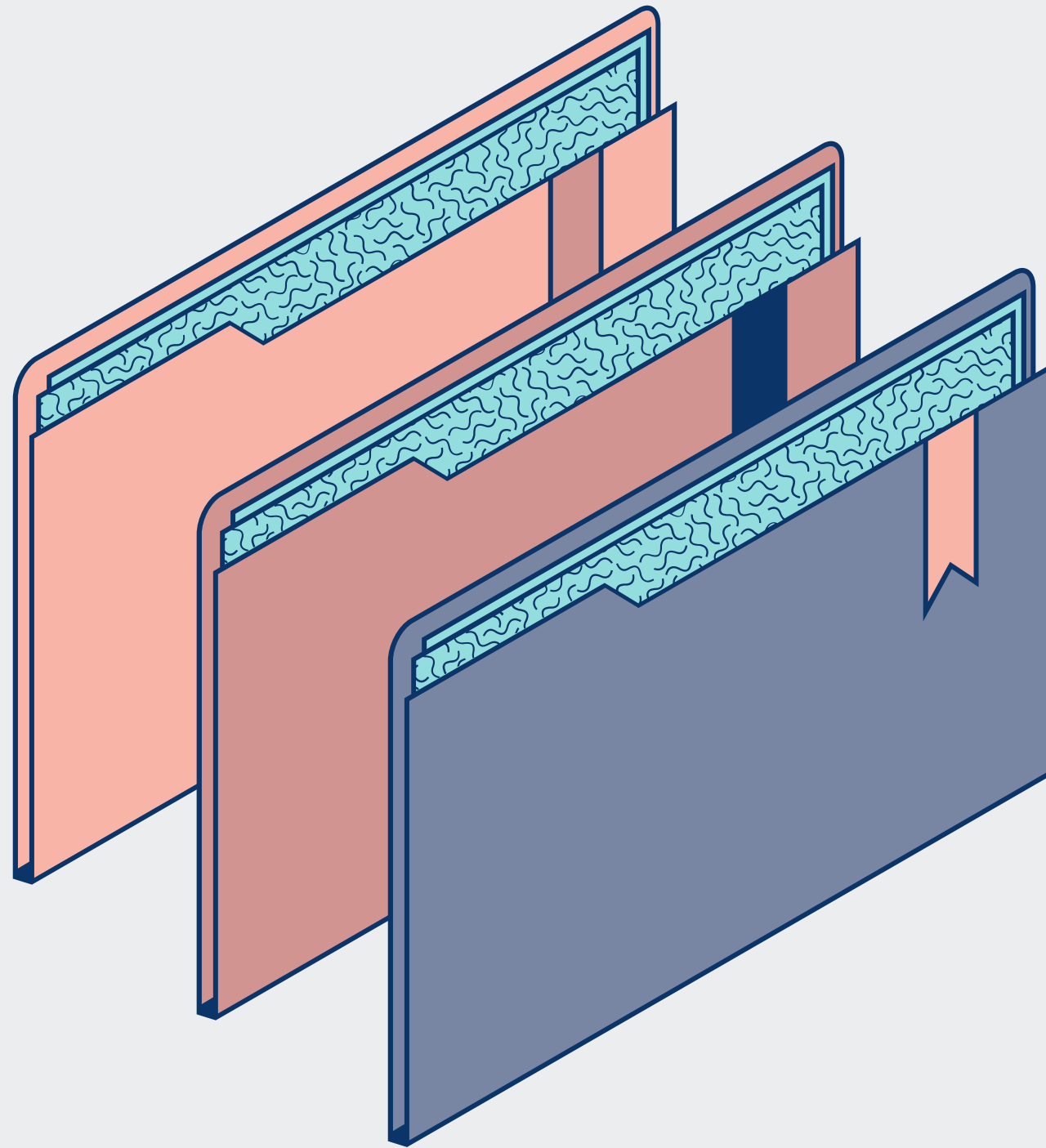
LINKS TO OTHER INDIANA DATA



- [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?**





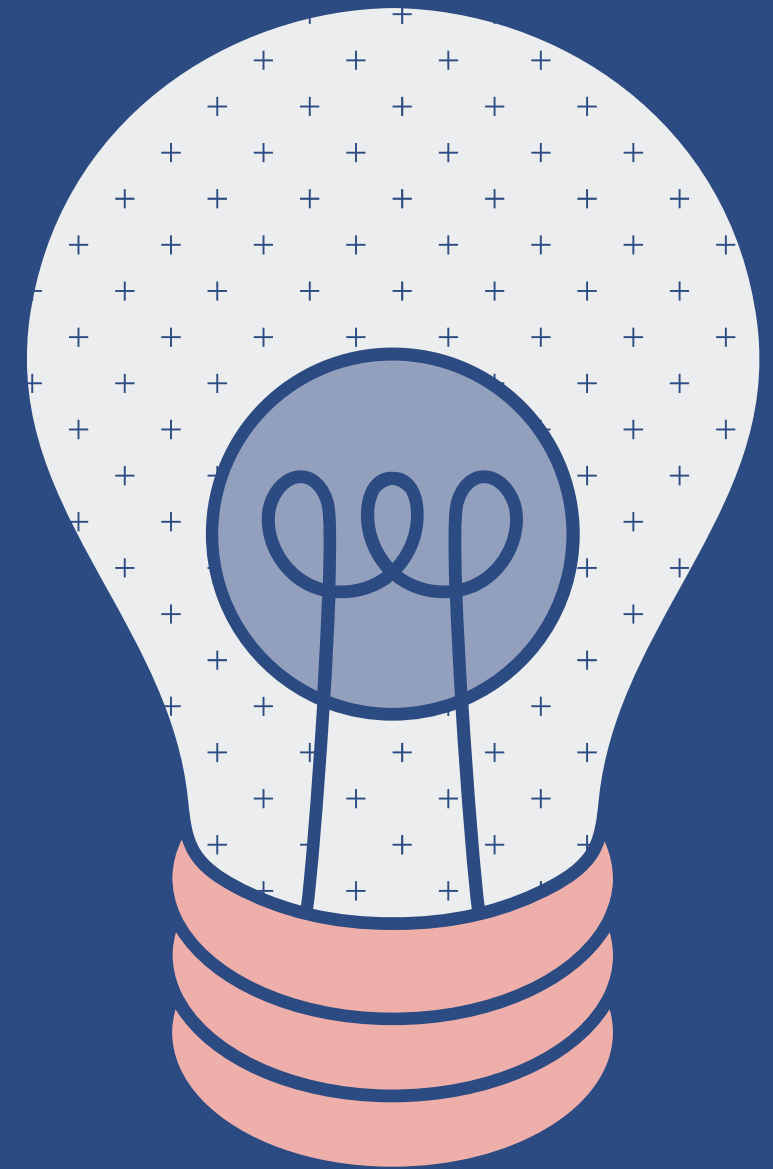
Our Approach

KEY DATA RELATED FOCUSES FOR THE
OFFICE OF THE CEIOO

- Setting aggressive objectives and specific results (OKR framework)
- Addressing the infrastructure (data governance)

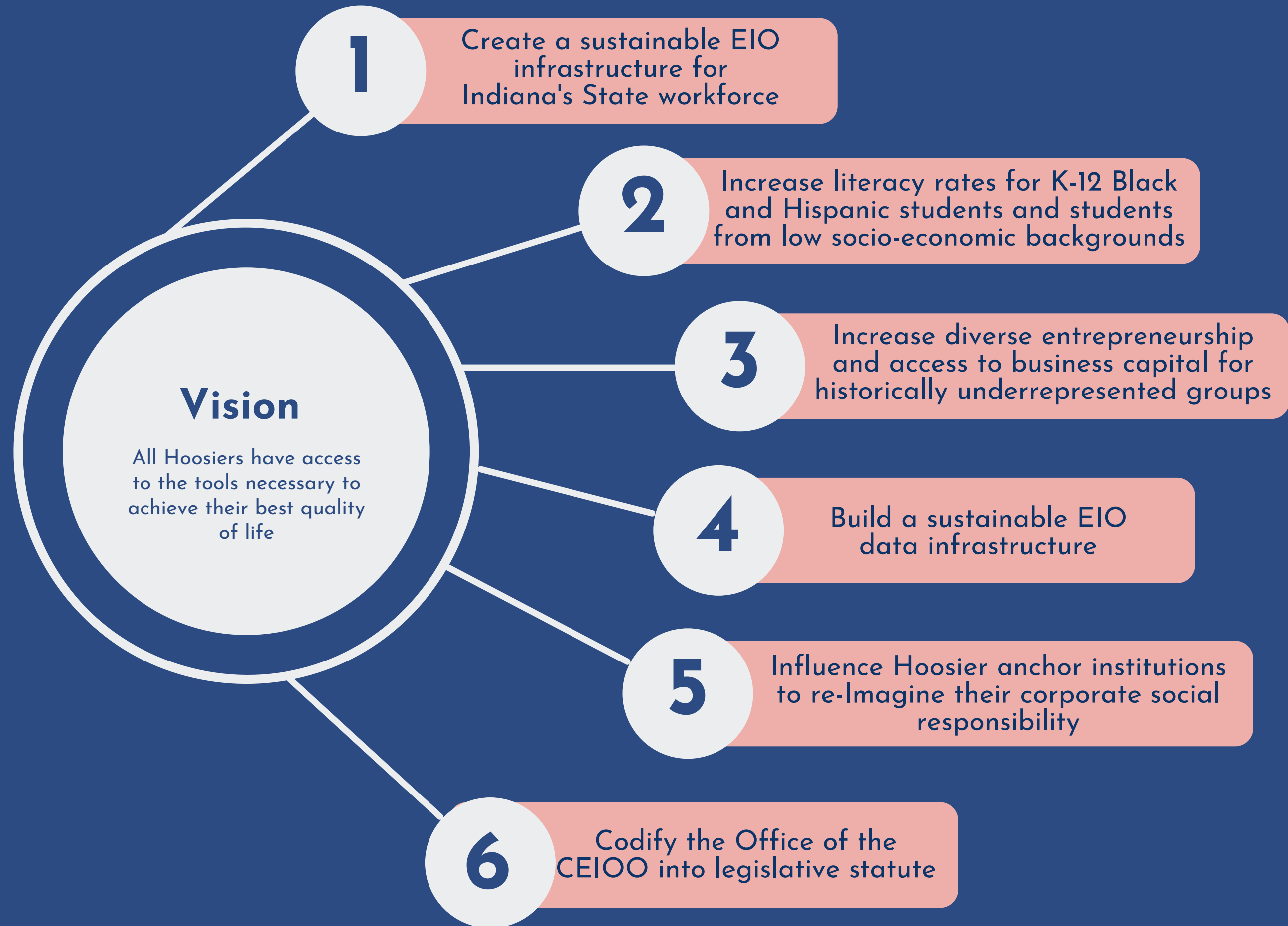
"There is only one way to eat an elephant, one bite at a time."

Archbishop Desmond Tutu



Our Vision

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 ELO 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

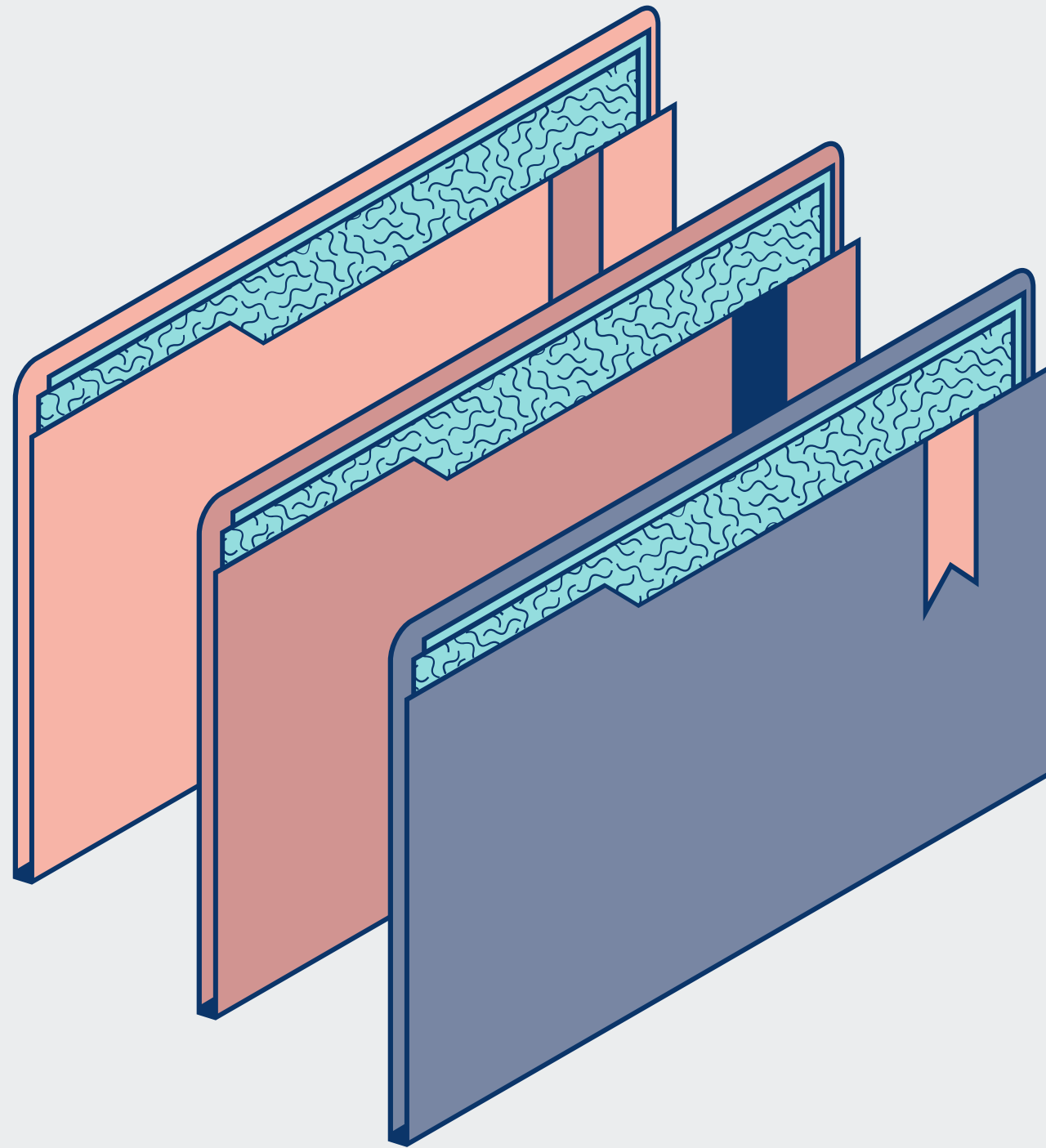
Our data professionals in Indiana are doing cutting edge work and together we have lots of questions. For example, should we as a state enterprise institute our own categories for race/ethnicity that map to the various federal guidelines?

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.

