State of Oregon Employment Department

Data Equity in Practice

From framework to application

Data Equity Quarterly Summit

October 29, 2026

Rachel Bruneau – Strategic Analyst

Supporting Business & Promoting Employment

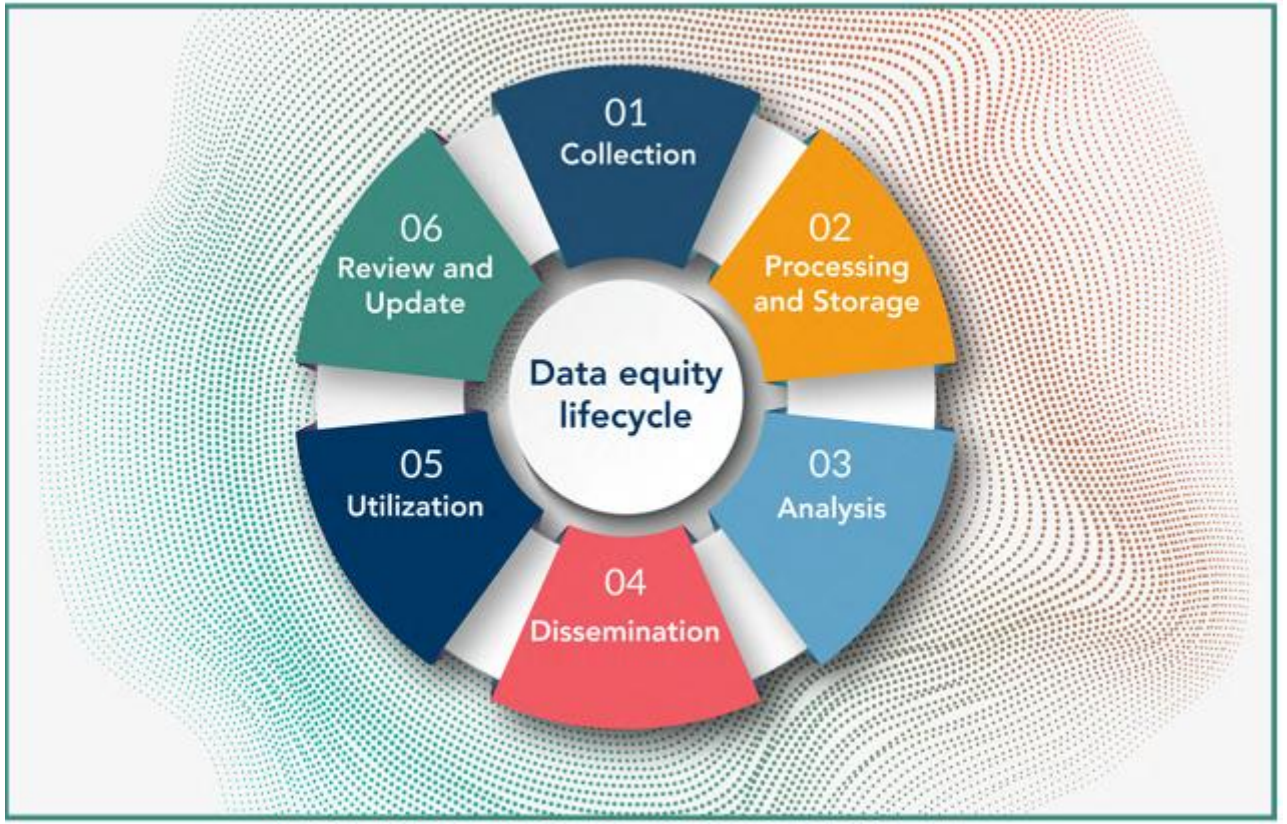
We're all part of the data lifecycle

You interact with data when you…

- Collect information
- Enter or maintain information
- Decide what to measure
- Analyze or interpret information
- Share information or findings
- Use information to make decisions

Where do you interact with data in your work?

Data moves through a lifecycle



Equity can be strengthened – or undermined – at every stage.

Accessibility is more than access

Functional Accessibility

Can people effectively access and use the service or information?

Technical Accessibility

Do the systems, tools, and technology work for the people who need to use them?

Emotional Accessibility

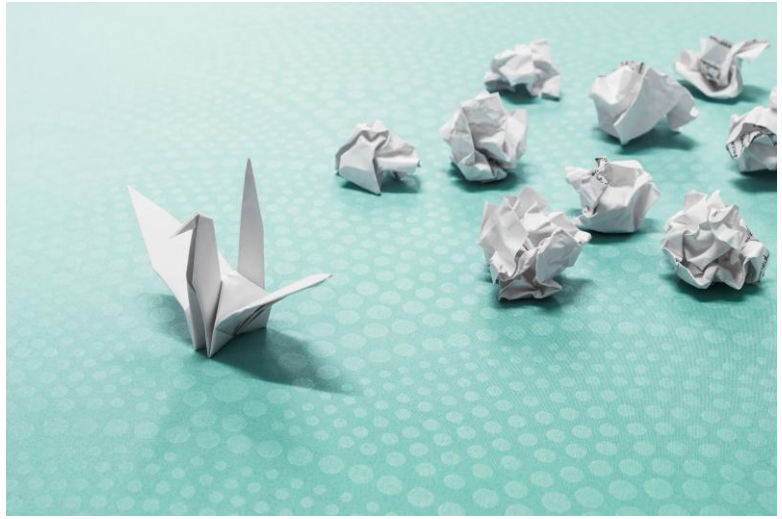
Do people feel welcomed, respected, and considered in the experience?

Let’s put into practice!

An organization conducts an employee survey to better understand the employee experience.

78% of respondents report feeling supported at work.

What would you want to know before interpreting this result?



Collection

78% of respondents report feeling supported at work.

What could you ask about how the data was collected?



Some questions to consider…

- Who had the chance to participate?
- Who responded and who didn't?
- Was the survey accessible to everyone?
- Did employees feel safe responding honestly?
- What experiences might have been missed?

Processing and Storage

78% of respondents report feeling supported at work.

What could you ask about what happened to the data after it was collected?



Some questions to consider…

- Was anything removed or excluded?
- How was missing information handled?
- Were responses or groups combined?
- Was the data stored and protected appropriately?

Analysis

78% of respondents report feeling supported at work.

What would you want to know about how this data was analyzed?



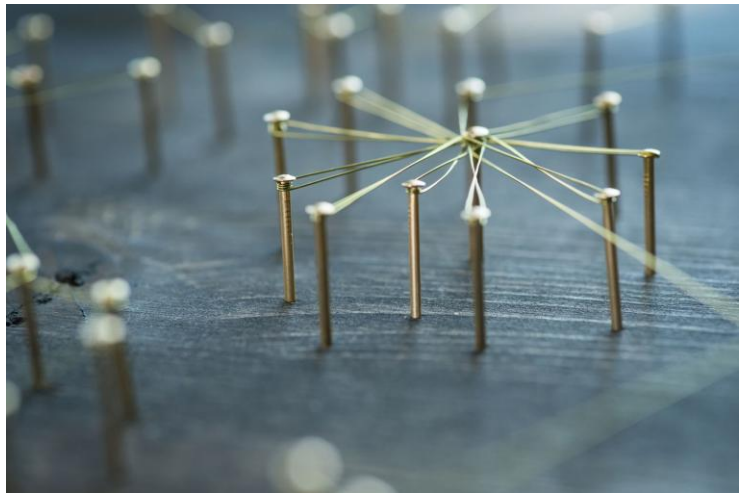
Some questions to consider

- Does the overall number hide differences between groups?
- What context do we need to understand the results?
- Are we making assumptions about what the results mean?
- What else could help us understand why we're seeing these results?

Dissemination

78% of respondents report feeling supported at work.

What would you want to think about when sharing these results?



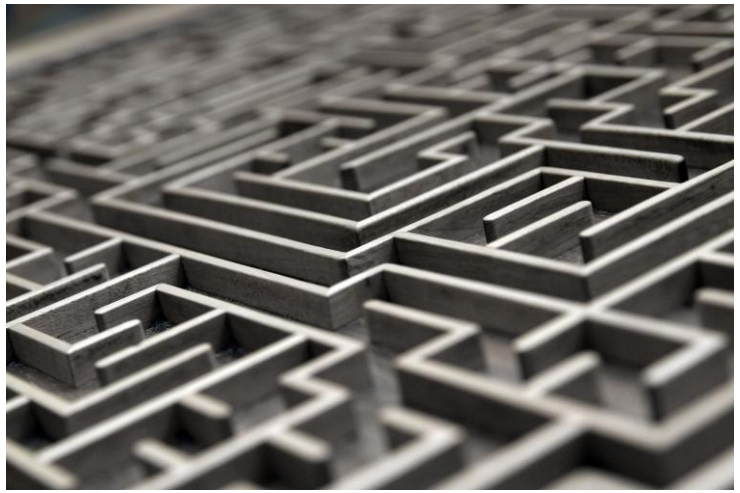
Some questions to consider…

- Is the information easy to understand and access?
- Are we sharing enough context to understand the results?
- Are we being clear about what the data can and can't tell us?
- Could how we present the results reinforce assumptions or stereotypes?

Utilization

78% of respondents report feeling supported at work.

What would you want to think about before using these results to make a decision?



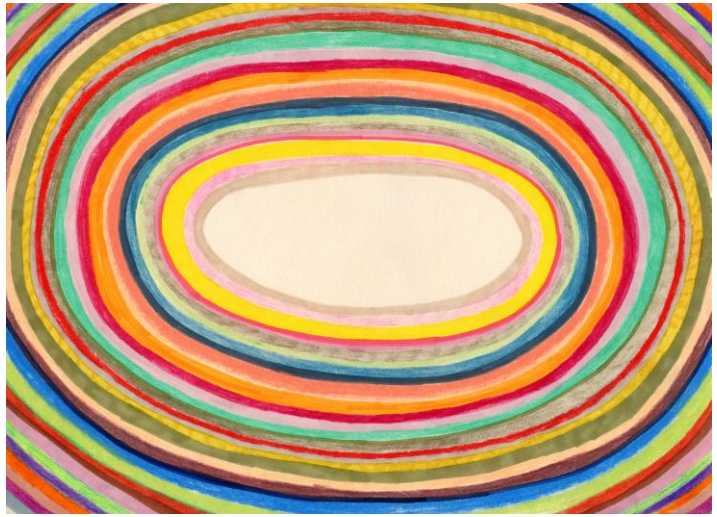
Some questions to consider…

- Who could be affected by the decisions we make?
- Are we considering people whose experiences may not be reflected in the data?
- Are the decisions we're making supported by what the data tells us?
- Who should be involved in deciding what happens next?

Review and Update

78% of respondents report feeling supported at work.

What would you want to revisit or learn from these results over time?



Some questions to consider…

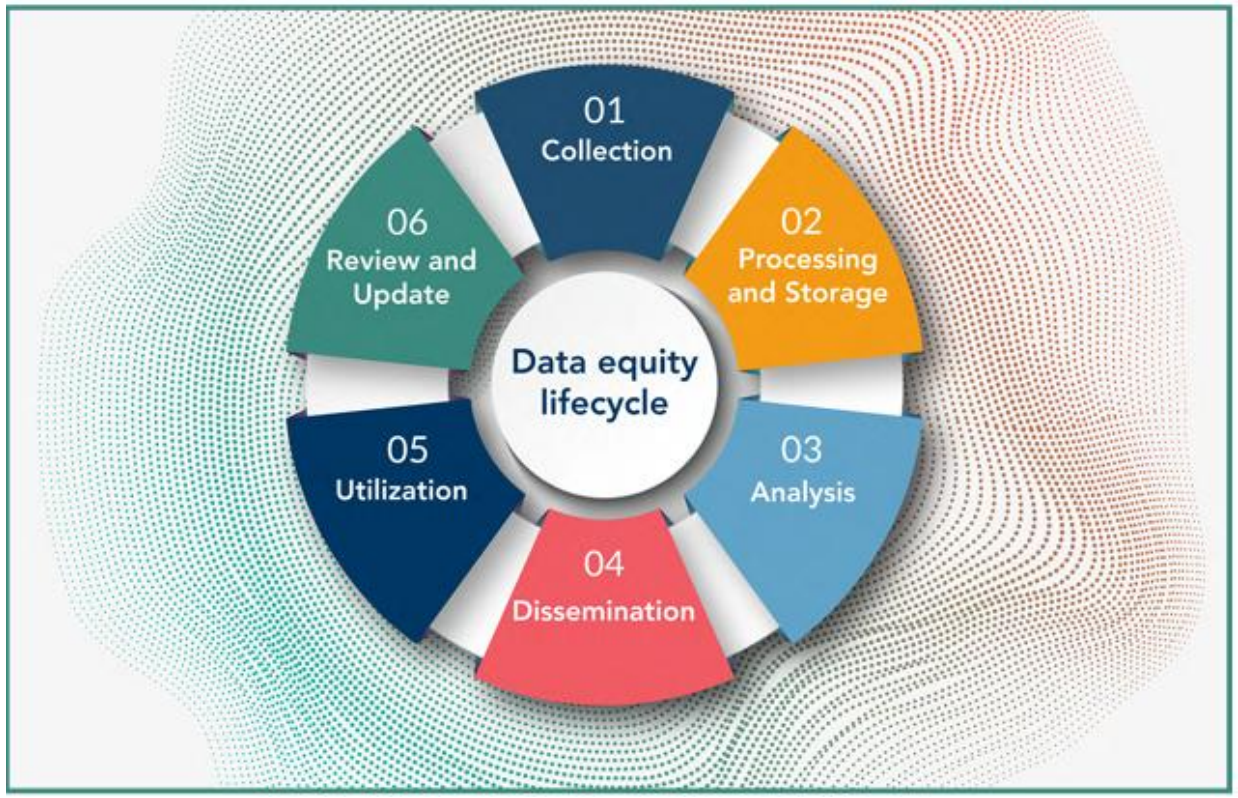
- What feedback are we hearing from the people represented by the data?
- What might we need to change about how we collect or use the data?
- What has changed since we first collected the data?
- What new questions should we be asking?

Where are you in the data lifecycle?

Think about one piece of data you collect, enter, work with, report, or use.

Looking at the lifecycle, what is one thing you could think about differently?

Share one thought in the chat.



Data equity happens throughout the lifecycle

Examine our choices.
The framework helps us question how data is collected, interpreted, shared, and used.

Look for what we might be missing.
Whose experiences are represented, whose aren't, and what context do we need?

Identify opportunities to improve.
Use what we learn to improve our processes, decisions, and how we serve people.

Data equity is shaped by the choices we make throughout the data life cycle