Oregon Department of
Early Learning and Care

Growing Up:
Building Data Governance and Equity at a Young Agency

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Introductions

Growing Data Governance

- Timeline
- Structure
- Lessons Learned

Growing Data Equity

- Initial Planning
- Future Goals



Oregon Department of Early Learning and Care

The Department of Early Learning and Care (DELC) works to unify and strengthen Oregon's early learning and child care system. DELC aims to foster coordinated, culturally appropriate, and family-centered services that recognize and respect the strengths and needs of all children, families, and early learning and care professionals.

Introductions

- **Stephen Berry (He/Him)**
  - Lead Data Steward
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  - M.S. in Public Policy and Management
- **Oregon State Government Work:**
  - DELC – Research, Analysis, and Data Office
  - Oregon Health Authority – COVID Response
  - Oregon Department of Human Services – Office of Developmental Disabilities Services

- **Dylan Antovich (He/Him)**
  - Senior Data Analyst & Data Governance Lead
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  - Ph.D. in Developmental Psychology
- **Oregon State Government Work:**
  - DELC – Research, Analysis, and Data Office
  - Oregon Department of Education – Early Learning Division



GROWING DATA GOVERNANCE

Please respond in the chat:

Where is your agency/organization along its data governance journey?



DELC Data Governance Timeline

July, 2023:
DELC becomes its own agency!

2022

- Procured vendor to support data planning and technical assistance

2023

- Built a limited data inventory
- Built a temporary data dictionary

2024

- Hosted education sessions for preliminary DG staff
- Developed eight preliminary DG policies
- Hired Chief Data Officer

2025

- Kicked off DG Standup Project
- Hosted DG focus group with key data stewards
- Launched DG steward group with core subset of stewards and owners

2026

- Launched DG strategy group
- Provided foundational DG training via 12 monthly steward group meetings
- Hired Lead Data Steward
- Formally adopted two DG policies
- Defined data quality, inventory, classification, and sharing processes
- Onboarded remaining stewards and owners to the steward group

DELC Data Governance Timeline

2026

2027

- Transition to day-to-day governance work
- Develop sustainability and data literacy plan
- Standardize onboarding and training
- Draft and adopt remaining DG policies; continue drafting processes
- Formalize Tribal Data agreements
- Right-size DG effort

DELC Data Governance Structure

The data governance structure guides development and implementation of data governance policy and procedure.



IMPLEMENTATION REQUIRES CULTURAL CHANGE

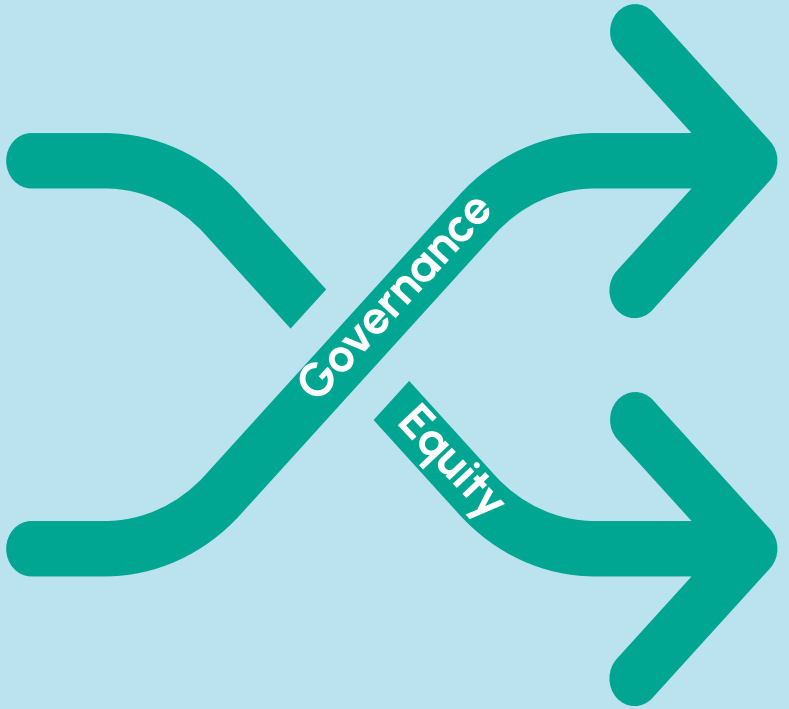
- Need to **support varying data literacy levels** staff span from data experts to those with limited data knowledge/experience
- Need to **build staff capacity for adoption**
  - Staff must understand the **implications** of the work and how to accomplish it
  - Management and leadership must buy into and **prioritize** this work for staff





Please respond in the chat:

What are some ways data equity shows up in data governance work at state agencies?



Embedding Data Equity from the Start

By designing DELC's data governance structure from the ground up we can infuse data policies and processes with equity principles that acknowledge the non-neutrality of data and the need to leverage data to promote equitable outcomes.

Equity Considerations	Data Governance Design Choices
Distributed Accountability Leveraging many perspectives	· Engaging the whole agency through governance groups and charters · Conducting data focus groups with key agency data stewards and owners · Defining roles/responsibilities to ensure equity considerations are incorporated
Community Empowerment Involving affected groups in decision-making	· Working to clarify and support Tribal data ownership through Tribal data sovereignty policy and Tribal data agreements
Transparency Clear disclosure of what data exist and how, why, and by whom it's used	· Establishing a data sharing policy/process to ensure data are used in an ethical and respectful manner while ensuring accessibility · Inventorying data we steward to promote transparency in Open Data Portal
Usability Reliable and accessible data to support equitable decisions	· Developing data quality standards and collection processes to ensure data accurately depict service reach and can be used to improve access · Creating policy to clearly document data processes and limitations

Planning Future Data Equity Initiatives

There are many aspects of data equity that we have not integrated into our DG work but would like to prioritize for the future once foundations are established. Here are some examples:

Equity Considerations	Data Governance Design Choices
Inclusivity Supporting full representation	· Conducting increased community outreach, especially for small and underrepresented groups to gather data that supports inclusion · Co-developing standards for demographic information collection to better understand who we serve and respect identity and agency
Disparity & Bias Correction Increasing awareness and reducing impact	· Developing data literacy trainings for staff with emphasis on equity and bias · Fostering equity-centered best practices throughout the data lifecycle · Promoting disaggregation (race, language, geography, program type, etc.) so disparities aren't hidden in averages, but privacy is not affected
Burden Reduction Making it easier to participate and be counted	· Collecting only necessary data and aligning data collection methods to reduce burden · Supporting compensation for participation in data collection · Sharing data via the Open Data Portal to support community access

Thank you!