



Expert Panel on Open Data for Racial Equity

Hosted by CODE and The IBM Center for the Business of Government on October 12, 2023

For more information on this topic, visit CODE's website, Mapping Racial Equity, at bit.ly/racialequity-storymap

Speakers (in order of appearance)

- **Dan Chenok, Executive Director, IBM Center for the Business of Government**
- **April Chen, Presidential Innovation Fellow, White House Office of Science and Technology Policy**
- **Joel Gurin, President, Center for Open Data Enterprise (CODE)**
- **Temilola Afolabi, Senior Research Consultant, CODE**
- **Natalie Evans Harris, Founder and President, Harris Data Consulting**
- **Dr. Jeanita Pritchett, Chief Scientific Diversity Officer, National Institutes of Health at the National Center for Advancing Translational Sciences (NIH/NCATS)**
- **Dr. LaShawn McIver, Chief Health Equity Officer and Senior Vice President, America's Health Insurance Plans (AHIP)**
- **Kathy Pettit, Principal Research Associate, Metropolitan Housing and Communities Policy Center, Urban Institute**

Transcript

(Slightly edited for clarity and continuity)

[START] 29:32

Dan Chenok: Let's go ahead and get started. Thank you to those of you that have braved the in-person meeting. We are getting back into these hybrid events. I know there are many people online and I welcome all of you who are in the room and all of you who are on Zoom.

I'm Dan Chenok. I'm the Executive Director of the [IBM Center for the Business of Government](#) here. We are a think tank of sorts inside IBM. We work with academic experts and nonprofit partners including our partner that I will talk about in a moment, the [Center for Open Data Enterprise](#), or CODE, to do research on issues of interest for government leaders. Government leaders tell us topics that they want to know more about. And then we work with partners who are experts who are not in IBM to write about how the government can move forward in particular areas.

These can range from technology to data analytics to how to be a good leader. So there's a broad research agenda. All of our content is public domain at [BusinessofGovernment.org](#). And again, we welcome all of you here.

We are here today to talk about a series that we did with the Center for Open Data Enterprise and Joel Gurin is here, the President/CEO and his team who have been great partners on this effort.

Part of our research agenda involves research on how to drive greater equity across these programs both within government and how it operates and also how it serves citizens and works with small businesses, et cetera.

We were talking to CODE and Joel and his team about using some of their expertise – leveraging some of their expertise and their connectivity with the analytics world and some work that they had been doing previously in the space to try to find how we can focus on particular sectors. And we chose three sectors to look at: one around healthcare, one around housing, and one around workforce issues. And there are some other topics that Joel will talk about momentarily in terms of how we took these reports and then moving forward. And you will see some sort of interactive activity going forward.

It's a great agenda this morning. We will hear from a leader in the White House. We will hear from a great panel, fantastic panel. Those of you that are in the room can ask questions by raising your hand. Those of you that are online, we have folks that are watching the chat so feel free to use the chat function if you want and we will make sure that we are as interactive as possible.

This is a conversation that we hope is an ongoing one. In addition to the discussion we are having today, we look forward to your discussions going forward with us on these issues because as Joel will talk about, we have more plans in the works on these topics.

But first, it's my honor to introduce April Chen. April is with the White House Office Science and Technology Policy. She is a Presidential Innovation Fellow so she was a leader and successful in private sector career and in civic technology. She has a deep background in data science. And April is here to tell us about the administration's work in the space. April, thank you so much for coming.

[START] 33:10

April Chen: Thanks for having me here today to talk about how the Federal government has been approaching data and equity. I want to start by expressing my gratitude to the Center for Open Data Enterprise and the IBM Center for The Business of Government for hosting me. I'm April Chen, Presidential Innovation Fellow in the White House Office of Science and Technology Policy, or OSTP. The goal of OSTP is to harness the power of science, technology, and innovation to achieve America's greatest aspirations and tackle our biggest challenges. My background is in Data Science and Machine Learning / Artificial Intelligence, primarily in private sector tech. I left private sector tech and started my career in public service about two years ago at OSTP.

I'm thrilled to be here today to talk about how the White House and the Federal Government is using data to drive the Biden-Harris Administration's commitment to equity. On his first day in office, President Biden launched an ambitious, whole-of-government agenda with an executive order to advance racial equity. In February of this year, he further built on that commitment by signing a second executive order on this critical issue. These combined Executive Orders acknowledge entrenched disparities in our laws, public policies, and public and private institutions, and directs the Federal Government to remove systemic barriers that prevent equitable access to Federal resources.

But in order to advance the Administration's equity priorities, we need to be able to measure policies and programs against equity goals, and course correct, if needed. For this reason, President Biden's first Executive Order directed his Administration to gather the data necessary to inform these efforts.

The vision was to expand collection of and access to disaggregated data to serve the needs of underserved communities, while robustly protecting privacy. We identified shortcomings in data collection infrastructure, and set a strategy to improve equitable data practices in the Federal Government. In April 2022, we released recommendations from this work.

A key recommendation is that government needs to make disaggregated data the norm, while protecting privacy. Disaggregated data is data about groups separated out by race/ethnicity, gender identity, veteran status, geography, sexual orientation, income level, disability status, rural/urban location, and other factors. Collecting data in such a way allows for rigorous assessments of Federal policies and programs to identify disparities and illuminate opportunities for targeted actions that result in demonstrably improved outcomes for

historically overburdened and underserved communities. This data can be used among other things to:

- Identify communities that face barriers to accessing Federal resources, or
- Identify communities that are being left behind in workforce support programs, especially
- in communities hit by economic downturns, or
- Identify where to invest for climate resilience, or
- Affect services to address housing instability and homelessness

Last Fall, the Administration began to operationalize these recommendations. I want to highlight a few milestones achieved since then:

- OSTP is working to increase agencies' capacity to conduct rapid equity assessments to inform program design and delivery of Federal funding. We have developed tools and resources to scale the impact of these assessments which informed the identification of Federal equity strategies.
- The Administration coordinates across the interagency to bring together Federal employees to share knowledge and develop resources to support equitable data practices. More than 500 Federal employees are currently participating in this community.

And recognizing that there are gaps in data disaggregation that impact specific communities, OSTP has dedicated efforts around addressing gaps in:

- Data on delivery of Federal funds and services to Puerto Rico and U.S. Territories
- Sexual Orientation, Gender Identity (SOGI) data
- Disability data
- Data on Rural and Urban communities
- And data on criminal justice statistics

The President has also directed agencies to further advance equitable data practices by requiring agencies to develop equity action plans and teams, and ensuring that Agency Equity Teams have sufficient resources, including staffing and data collection and analytic capacity for measuring and driving progress toward equity goals. All Federal agencies are currently participating in this process to make comprehensive changes to advance equity for all.

While it is important for the Federal Government to use data to hold itself accountable to meeting its equity priorities, it is also important that the government itself is transparent and accountable with data that is responsibly made open.

In December, 2022, President Biden released the Fifth U.S. Open Government National Action Plan, that builds on the Obama-Biden Administration's Open government directive in late 2009.

This Action Plan prioritizes a cross-cutting focus on advancing equity for, and inclusion of, communities that have experienced marginalization, exclusion, and discrimination. The Action Plan makes a commitment to expand the Federal Government's production, dissemination, and use of equitable data. Specifically, it:

- Creates feedback mechanisms through which members of the public can request and access data that will help them to hold government accountable for advancing equity.
- Coordinates Federal agencies to share effective equitable data practices, including around improving feedback loops between public data users and Federal data stewards, public engagement, transparency, and accountability.

This directive scales the open and equitable data learnings and best practices of agencies to the whole-of-government. Transparency and accountability are so important, not only for holding the Federal Government accountable to its commitments, but also to building public trust and confidence in the Federal Government and in democratic institutions.

While all of the Federal agency-level work on equitable data is vital to advancing equity throughout the Federal Government, doing a better job of disaggregating data and making it publicly available, while also protecting privacy, is equally important.

We can achieve the big and ambitious goal of advancing equity only by working with all of you! And open data enables you to truly and effectively partner with the Federal government to achieve that goal. And with that, I am so looking forward to hearing from the panelists. Thank you!

[START] 41:08

Joel Gurin: Thank you, April, and thank you so much for that really great overview of what the administration is doing in this area. I have to say that when President Biden came into office and made equity a priority and made data for equity a priority, it really inspired us at CODE to do a lot of the work that we've done since then.

I'm Joel Gurin. I'm the President and Founder of the Center for Open Data Enterprise. We go by CODE. We launched in 2015. We are a nonprofit organization based here in Washington. Our mission is to maximize the value of open and shared data for the public good. So just a small modest mission that we have.

And to do that, we do a number of different things. We do research papers like the ones that we've done with the IBM Center, all of which of course are available on our website which is [ODEnterprise.org](https://www.odenenterprise.org), and I hope you will check it out.

We do a lot of convenings. We specialize in doing Open Data Roundtables where we bring together data users with data providers often in partnership with the White House or with federal agencies. We've done about 30 of these in the US now and several internationally as well. And then we write up reports after those are done. And we also create online resources, one of which we are going to launch today and demonstrate for you in just a few minutes.

We have been running a program on open data for racial equity since 2020 with the real national attention focused on Black Lives Matter as well as the work we saw with the Biden Administration. We were hoping that we could make a contribution in this area. And we began with a briefing paper on policing data, looking at ways that data could be improved in the interest of improving community policing as we were learning about all of the really difficult issues emerging there.

And then we began to think about how we might also expand to look at other areas where data could be used in the service of equity as well. The Open Data for Racial Equity Program was launched by Temilola Afolabi, who you will see on screen in a minute, and Paul Kuhne who is here today. We also have Matt Rumsey from CODE here in person and Muneeb Malik online, both of whom have been very involved in the program also.

So over the last three years since we began, we've looked at five major areas. We've looked at how open data can be used to improve policing at a community level, how it can be used to help improve health and healthcare services, how it can be used to improve environmental and climate justice, how we can use and look at data in the context of improving workforce opportunity, and also improving fair housing.

The reports on healthcare and housing and workforce opportunity are the ones that we've done with the IBM Center. We are tremendously appreciative of Dan and Ruth Gordon also, of the ability to work with IBM on this important program and we do hope that there is more ahead.

And I should just say, there's going to be a lot of time for Q&A after the panel. We really welcome any thoughts or input that you have from us on where this work could go.

So what we are going to show you now is that we've now stepped back. We've now covered and done projects on all five of these core areas. We've put all of that work together in a new website that we are calling Mapping Racial Equity: From Data to Communities. We've used the ESRI Story Map platform which is very effective for this kind of work, and I want to give a shout-out to our ESRI colleagues who worked with us on this program to help make it possible, some of whom are either here or online today. We really thank you for helping us put this together.

This is going to be presented by Temi Afolabi who I just mentioned. She is now CODE's Senior Research Consultant as well as being the Co-founder with Paul of the Equity Program. In addition to her work with CODE, Temi is the In-County Project Manager for a USAID Conflict

Prevention Program where she is working to reduce the threat of extremist violence in Northern Ghana, very important work. And she is, assuming the internet smiles on us, she will be joining us momentarily from Ghana to present this new website we've developed.

We hope that this website you see is going to be a resource that can grow over time. We want it to be very interactive. We really want it to adapt as we get feedback and input from folks about what could be most useful there.

And without further ado, if we have Temi, I will sit down and ask her to present. Temi, welcome.

[End] [0:46:05]

At this point in the program, Temilola Afolabi shared a new CODE website on Mapping Racial Equity: From Data to Communities. You can review this video, which includes numerous visuals, here <https://www.youtube.com/watch?v=3Bt2XoaEcw8>. The Mapping Racial Equity website can be accessed at bit.ly/racialequity-storymap.

[Start] [0:52:18]

Joel Gurin: Temi, thank you. That was a terrific demo. And I want to emphasize to you all, what you just saw is the tip of the iceberg for what we have here. It's a very, very rich site. We want to build it over time. We want to really use it as a way to make some of this data come alive and we are very, very curious about how people see opportunities to use this information, this kind of analysis, and the analyses that you can find in data that we linked to as well to really work in the interest of identifying issues of inequity and working to make progress.

So we are launching this just today. If you have registered for this event, we will be sending a link to ask you to explore it and give us your feedback. And if anybody is here who is not registered, please just give us your email and we will add you to the list. We are very, very interested in seeing how we can use this with you all to make some progress here.

So, we are now ready for a terrific panel that I'm very, very eager to hear. I'm going to begin by introducing today's moderator, Natalie Evans Harris. Natalie is the Founder and President of Harris Data Consulting. She is a mission-driven data scientist, strategist, and speaker with more than 20 years of experience leading initiatives, coalitions, and organizations to equitably leverage data to combat economic and social injustice. She has founded and led multiple organizations including the Black Wealth Data Center and BrightHive. She served in the Obama Administration as a Senior Policy Adviser to the US Chief Technology Officer and in the Biden Administration as a Senior Adviser to US Secretary of Commerce, Gina Raimondo. And I'm also proud to say she is a former board member of CODE. So Natalie, so great to have you here, welcome. And panelists, please come up as well.

Natalie Evans Harris: Hi, everyone. Hope you guys can hear me. I don't yell but if I need to, I will. I'm Natalie Evans Harris. Whenever I hear my bio read, I always feel like, "Wow! That sounds like a lot of cool stuff." [Laughter] At the end of the day, I'm an ecosystem builder. What I love to see and what I strive for is that data be used for action. Is it an actionable resource? So it was exciting for me when the Obama Administration signed its first Executive Order making data basically a strategic asset and then to see under the Biden Administration the evolution of it moved to being not just a strategic asset but an actionable resource.

It's because of the work of the people in this room, people online, people who are committed to seeing data being more than just sitting in a database, sitting in a warehouse, and actually seeing it get into the hands of the people that can make changes at the community level. That's what excites me about data.

And so I'm excited because what we are talking about today is just that. How do we turn data into an actionable resource? What have we seen, what can we learn, and where can we go moving forward? So I'm excited for this discussion. I'm excited for the discussions that will happen after this. And I will also point out that one of the bad habits I've developed over COVID was not memorizing what I'm going to say. So you will see me reading from a sheet of paper but it is mainly because I don't know how to talk from things that aren't talking points anymore.

So I'm excited today because we are going to have a conversation with these three amazing ladies who have been working in the data space, some longer than me, some who didn't even know they were data people until we started talking about data. And so before I tee up our very first question for this panel, I'd like to quickly go around and introduce you to each of these amazing panelists.

First to my left is Dr. Jeanita Pritchett. She is the recently appointed Chief Scientific Diversity Officer within the National Institutes of Health at the National Center for Advancing Translational Sciences. In this role, she focuses on addressing systemic issues that have hindered diversity and inclusion in the translational science field. She previously served as the Acting Director of the National Institute of Standards and Technologies, Diversity, Equity, and Inclusion Office and was responsible for leading the development and implementation of the NIST Diversity, Equity, Inclusion, and Accessibility Strategic Plan. Please welcome, Dr. Pritchett.

And then on the far left, Dr. LaShawn McIver. She is a proven health leader with 20 plus years of experience driving successful initiatives aimed at promoting health equity, improving health outcomes, increasing access to quality care, and promoting health system reform. In July, she joined America's Health Insurance Plans or AHIP as its new Chief Health Equity Officer and Senior Vice President where she serves as a thought leader for AHIP's health equity strategies and programs. She also provides strategic leadership for an overall industry-wide health equity strategic roadmap for AHIP as a member-driven association.

Dr. McIver is a former Director of the Centers for Medicare and Medicaid Services, CMS, at their Office of Minority Health. Please welcome, Dr. McIver.

And Kathy Pettit. She is a Principal Research Associate in the Metropolitan Housing and Communities Policy Sector at the Urban Institute where her research focuses on neighborhood change and how communities use data for more effective and equitable decision-making. Ms. Pettit is a recognized expert on several small area local and national data sources and on the use of neighborhood data and research, policy making, and program development. She has conducted research on topics including neighborhood redevelopment, federally-assisted housing, and local housing markets and conditions.

Ms. Pettit also co-directs the National Neighborhood Indicators Partnership, a national network that supports local communities in their use of data to shape strategies and investments to ensure all neighborhoods are places where people can thrive. Please welcome Ms. Pettit. Are you a doctor as well?

Ms. Kathy Pettit: No.

Natalie Evan Harris: So it's wonderful to have you all here. I will say, I'm going to ask prepared questions but this is absolutely a discussion. I may go off script. You all feel free to go off script as well. And I look forward – please prepare your questions for me to ask the panel.

To kick off today's discussions, I want to come back to the remarks we heard from White House Innovation Fellow, April Chen, and CODE's presentation of its story maps website. April made some really interesting points about the White House priorities in implementing the recommendations for the open data working group including OSTP's capacity to conduct rapid equity assessments and its focus on providing better data on delivery of federal funds and services to Puerto Rico and the US territories.

It's also great to hear about Biden's US Open Government National Action Plan to create new mechanisms for data access. And she is right, they've been working hard from day 1 to work with the agencies on not just what data should come – what data should be published but how it can be published to be most effective for those that want to use it.

Likewise, Temi was able to show us what can be done when more data is available to the public and can be mapped at the granular level of communities. It's exciting to see tools like the story maps. And if you haven't, check out [Black Wealth Data Center](#). As the former Executive Director, I got to plug it, it's amazing to see what the power of not just open data can do, the narratives and stories it can tell, but when we can disaggregate that data by race, all the things we can learn about what's happening in our communities intended or unintended. So I encourage you to not just use the tools that are available to you, but also as an ecosystem builder, tell the people more what questions do you need to answer, what more do you want to learn and how can this help you in using data as an actionable resource.

So based on what we heard from April and saw on Temi's presentation, what have you seen this come up in your work? I want to start with Ms. Jeanita.

Dr. Jeanita Pritchett: So first, thank you so much to the organizers for putting on today's event and for the invitation to participate on such an esteemed panel. I'm really excited to just talk to you all about the work we've done in this space both in my current role which I just started three days ago as well as my former role. So for those that are online, my name is Jeanita Pritchett. My pronouns are she/her and for anyone that may need a visual description, I'm a black woman sitting here in a cream blazer with a black shirt and tight pants with curly hair on my head.

And so if we think about what was presented through Temi's presentation and April, I mean this really has been the crux of the work that we've done since day 1 of the Administration. Whenever this first rolled out back in 2020, whoa! 2021 now! Oh, my goodness it has been that many years. I remember there being just a scramble for how do we approach this? What should we do?

But I was so appreciative of the work that the White House, that OMB did to help really assist the government agencies to be able to fulfill this mission of providing data as a resource and really addressing and dismantling barriers, systemic issues that have prevented different communities from advancing. And so, seeing this idea of the story maps, I was thrilled to look at that platform last night when I looked at it, and just thinking about how can we integrate this with other things that are available?

In my new role within NIH, we offer a number of different open data sources that are available to help really move the needle and via medical research and to address different health disparities. And so from one of my questions that came up is how do we connect some of these data sets so that we can ensure that only are we building on these maps and these community stories that we can see through the platform that has been created, but then connected to specific diseases or connected to specific environmental factors that are impacting a number of different communities.

One particular data source I would like to point out to you all that is really relevant to the healthcare story map that was presented not too long ago is through NCATS, the National Center for Advancing Translational Sciences has the National COVID Cohort Collaborative or N3C, and this is a nation-wide electronic health record platform that really is revealing critical insights into lung COVID, breakthrough infections, and understanding the risk associated with things like race, age, chronic conditions, and other treatments that are available.

Through this particular platform which again houses a series of data that is accessible. Some are protected. Some are open to the public. It was able to show things like how Paxlovid was able to

cut down treatment or your likelihood of being in a hospital but it also showed that black and brown communities weren't able to access this particular intervention.

And so now by having that data available, we can think about okay, what awareness campaigns do we need to put in place to ensure we are reaching communities so they know how this can impact their health and well-being. And there's a number of different examples that I can present but I definitely want to give my colleagues time to speak. But I'm just really thrilled to see that this has gained so much momentum and that we are continuing to push the needle forward.

Natalie Evans Harris: And what I love about what -- sorry, I'm going to jump in. What I love about what you just talked about is not just the power of leveraging open data and being able to visualize it, but its intersectionality with other data sets. So that's something we learned, right? The social vulnerability index if you haven't seen this thing from CDC, it's amazing. It's one of my favorites because it tells -- it has this broad swath of information around natural hazards in our communities.

Think about the water crisis in Jackson, Mississippi. If you can take what the social vulnerability index tells you around which areas in the nation are more likely to suffer from floods, more likely to suffer from water crises, or hurricanes, you overlay that with say, housing data that tells you where our black and brown communities actually are, what you will see is a lot of those communities are in those dangerous areas.

To know that information ahead of time, what we've learned is that the American Red Cross can do things like know where to target resources before the disaster happens. What we've learned is that policy makers can now know these areas are most at risk and we can drive policy and we can direct programs to support those. That's what data as an actionable resource looks like and that's what it looks like to turn or open data into these types of things.

Go ahead, Kathy.

Kathy Pettit: I have a hundred thoughts about that. I think just to start with just the appreciation of Biden both the practical achievements but also the power of being a champion and cheerleader for this work. So that ripples down to the local governments, to other nonprofits and really gets an endorsement that we can have a good foundation. With aggregation of place and finding ingrained data in particular, I think you just mentioned sort of where you live affects your resources, your opportunities, and intersects with any given issue you can come up with. So not just knowing the race but the place really matters for equity.

I love the -- I can't wait to spend more time with the story maps too. A couple of things. One, I do think a big barrier still is awareness of what data is out there. So there are amazing datasets. We can all name our favorite. I have one, the employment dataset LODS that shows community patterns and characteristics. That's very hard to use. So I think these kinds of story

maps just help, and the SVI or others, give or other pieces about what's available is really helpful to help just spread the word.

I think the other piece I really appreciate is attention to history. So data has been just used also to harm people and harm communities. And we really think about both individual harm like mortgage discrimination but also, community harm like stigma or blaming people for outcomes and their behaviors. So I think understanding the historical context of how data was used is really important especially if you're going to be interacting with communities of color and of low-income that may have experienced these negative data pieces as we bring all of these positive benefits to folks.

I think I'm lucky that with my network, I get a new example everyday about the exciting local work with data. But I also run a grant program called the Catalyst Grant Program, which I'll do an advertisement. We launched our RP last Monday. It is for nonprofits that are seeking racial equity and reform in the criminal legal system. Small grants plus technical assistance that's wrapped around.

And one of our past grantees, SPHERE in San Francisco, pulled both open data from California along with the American Community Survey to look at traffic stops, and I think that's one of the examples from Austin here and Urban Institutes work here both not only the stops but what were those outcomes of the stops. And they were able to desegregate by race, ethnicity, and gender which is also very unusual. So they possibly not surprisingly for one of the stops is that like 30% of black people were stopped for an equipment reason like a headlight or something like that or license plate. And only 12% of white people were stopped for that. And there is like I said, they do it for Latinx groups and other people.

So this data was open but it's kind of – it's just dead without any people to tell the story to visualize it and with their advocacy agenda and the right people at the table. They were able to convince San Francisco to stop pretext stops once they really revealed these disparities and publicized them widely of course and to minimize some of the enforcement of really minor traffic enforcement pieces.

But more importantly or no, as importantly, sorry, they mandated that that data be opened going forward from the San Francisco Police Department because I think you can make these wins but until – you need to monitor and monitor and monitor and watch progress to make sure that the immediate wins are being implemented in the long term. So it's just one example of sort of pulling both the state stuff and the federal stuff with the right agenda and storytelling to make a difference.

Natalie Evans Harris: I think the nugget that I'm pulling is the importance of people in all of that really because data is great. Yeah. Data is great but it's the people that actually turn it into the power that it can be. And not by yourself, right? Join communities. Be a part of ecosystems. Be a part of networks because diversity of thought is just as important as diversity in the data and

anything else. And so you want to – I talk to everybody and anybody even though I’m an extreme introvert. But talking is how you learn, is how you grow, and how you figure out what are the real things that need to happen and in what ways because implementation matters just as much as what’s written on a piece of paper.

Dr. McIver?

Dr. LaShawn McIver: Okay. Well, good morning everyone. My name is Dr. LaShawn McIver and I am two months in so I’m maybe not as new as I thought I was. I’m only two months in in my new role at America’s Health Insurance Plan or AHIP. And I’m immediately coming from CMS and I started at the end of 2020, one of my first big assignments in this role was to help a CMS stand up as health-likely infrastructure.

So as I heard the comments today from Ms. Chen about some of the progress that has been made, I’ll start by saying this is actually a very historic time in healthcare and I want us to just pause and not sort of rush past what is actually happening because for some of us, we’ve been doing this work for a very long time. But this is the first time we are actually moving systems forward. And that is historic because inequities are often built into systems through policy.

And so, I’m coming from as I said CMS into AHIP. AHIP is an association that represents the health insurance industry and we are often known for our policy. And so one of the things that I have been starting to socialize within our organization is policy is one of the most – policy has gotten us to where we are today from a system perspective. That is why the policy we are developing today is historic because it’s what can help get us out of this system, these system barriers that are impacting the health of medically-underserved populations.

So the comments from this morning about the progress that we are making in the data space is historic because at the start of the Biden Administration and other administrations have tried to move this needle along and they actually didn’t get as far as where we have gotten now. And I can say that because I was helping to push that rock when I was in CMS in that role. And so as a Director of the Office of Minority Health, we had to ask the agency, one of the largest insurers of health insurance in the United States to say, “How are we thinking about the data that we collect as an agency and that we utilize to make decisions?”

And to that point, we had not actually worked together as an agency to think strategically about data collection and how we use the data that we have. And so, it’s exciting to hear the progress that’s being made and some of the things that were mentioned here.

Now, we were asked last night to go online and play with this tool. This actually was very impressive and I want to just commend you all for this work because one of the things I hear consistently across the country is, “We don’t have enough data to make an impact. We need to collect more data.” And that is true.

The other side of that coin is organizations will say, “We have enough data to act.” And I think this beautifully represents that with the data that we have, we actually can do systemic changes and things.

And so, this was wonderful to see how you can utilize this tool. One of the things I’ll note is the Officer Minority Health at CMS has a Medicare mapping disparities tool which is not as awesome as this. This is really high-tech. But I think we can somehow put the two together when you talk about the intersection of data, what more can we do and receive?

The other thing that I’ll note is you had talked – there was a section there that talked about policy and how policy makers can use that data. And again, when I talk about this being historic in what we are doing as a healthcare system, something that gives ideas to policy makers and sort of helps to make this data more tangible is very, very important.

I had to work across the federal government, not just CMS because many agencies came to our office for technical support. And one of the first questions they often asked was, “I don’t see how my area can do this. I don’t see our role in this work per se. I know we have to do it but I’m not sure how X will contribute to this.” And it was because on one part, they couldn’t – they didn’t understand the data. Data tells the story of why this is important. We have to address this in housing. We have to address this in the workforce, the environment.

And so, having tools that help build data and show data in a way that brings it to different sectors, multiple sectors, this is how we will continue to advance this health equity across the healthcare system.

So I would look forward to sharing with you some of the work that’s underway and certainly responding to that. But I think one of the biggest things that stuck out to me is we may not have all the data that we need in this moment, but when we think strategically and use the data that we have, we can make substantial changes in the healthcare system. Thank you.

Natalie Evans Harris: Thank you, Dr. McIver. I also want to call out when we talk about system change that even having a Chief Health Equity Officer in an organization is pretty groundbreaking. I don’t know that that’s a role that anybody would have even thought of years ago. So your work is reflective of the fact that this role is even acknowledged that it needs to be in place to make sure that this work continues to evolve.

Second question. Based on your background, sectoral experience, and current work with data, where are the biggest opportunities to apply data to address dimensions of racial equity? To tee something up a little bit, let’s start with Ms. Pettit.

Kathy Pettit: Sure. I think that we need to acknowledge this too with the equity assessments for policy that racial equity does not happen naturally. It really needs to be baked in from the

beginning. So it doesn't happen after the fact. So I think putting it first is a big change and not just looking at it afterwards.

I think that you have to work on two fronts, improve the data and I do love rolling around in data but also, support the people using the data and work on those in parallel.

I think just to play off your answer, I think one of the pieces we are really trying to wrestle with is – I think we are used to seeing racial disparities. And many of my local partners talk about the same map, the same map of disadvantage you can do, environmental justice, housing, education, and you don't need to tell these communities that there are disparities either so you're not informing them about it. But really, thinking about how to shift to at least a company, the outcomes data with systems indicators.

So for example, you can have disparities in credit scores by race and that really talks about like is that blaming the children? Is that blaming the families? How about we talk about per pupil spending or the quality of the courses or like back it up so that you can really think about what are the root causes and start to get at the right solutions. So maybe tutoring individuals is good but also, maybe we should look at school funding and think about that too.

So I think there's a good report by Strive Together that starts to do this and really do some detailed work around. But it takes some retraining I will say as a researcher who, I'm not new, about 27 years at the Urban Institute that's there. I'm not supporting the people that use data. I mentioned a grant program that Urban does with Microsoft Justice Reform Initiative. So that's a little bit of funding, some technical assistance, 6 months. Just a little push for nonprofits to find out actually that they are data people which I think you said that. We think everyone said that.

Natalie Evans Harris: I think everybody had said.

Kathy Pettit: That's there. There's also some exciting fun pieces like – and most of my work is at the community level so my Milwaukee partner holds a Data Dreams Competition so nonprofits come with their questions which is always the most important thing to start with. And then do sort of a pitch session at their day to day, which happens next week, and then they receive \$10,000 in technical assistance to help answer their questions.

So one, it's like surfacing new questions and even the folks that don't win the prize have made progress in thinking about how data can help them. But there's a really great example from the federal government. I know there are a lot of Federal folks in the remote audience. The HHS office of minority health. I know there are different offices around the country supporting my San Antonio partner, *CI NOW* who are be combining the social determinants of health, which I think was mentioned in Temi's work with the health outcomes.

So this is going together with the health information exchange, the Public Health Department, the community folks. It's really a baseline for folks to work together to see how those factors

affect the actual health outcomes, which includes a great online platform. I recommend you look at public data but also, the training, the technical assistance, the outreach, the convening to wrap it up. And that is an example.

There is another grantee in California I think working on agent indicators. But it's an example of the federal government supporting this both to San Antonio, great work is happening, but also as a model like you said for others about what can really happen locally. So those are my initial ideas.

Natalie Evan Harris: Thank you.

Kathy Pettit: I will pause and go to the next person.

Dr. LaShawn McIver: So just reframing where we are with the question about opportunities. And so I think about it, what are the opportunities in the Payer space and I think that's both federal and in the private health insurance space. This is the time – this is what I said before like this is new. This is very new. We talked about new roles. Chief Health Equity Officers didn't exist many years ago as a layer of leadership across the health insurance system.

And so, we are three years into introducing what equity is, what do we mean by this work. And in addition, five years ago, I was in meetings and when I said the social determinants of health, I often got blank stares. And so fast forward five years into the future, I think there are lessons that we learned from the pandemic that have just turned us into a whole different direction.

And so when I think about the opportunities and especially as we are learning more and more from the data, we are in that – so actually, I'll back up. One of the things that we did when I was in my former role at CMS is we released a framework for health equity so how CMS as an agency approaches health equity. And one of the first priorities in that related to data.

And the second one related to assessing disparities. So we talked about the importance of having structured ways to assess health disparities and health inequities. And I always would say that was my favorite priority because we are starting to ask the actual questions. And so that's what's happening in the payer space and that's both federal and private.

So we've had a few years of starting to think about okay, how are we coalescing around definition, around approaches, how are we being measured, how are we being paid. I think most of that is moving along. But where we are is that we are still learning.

And so the data sources that we talked about today and the things that are continuing to emerge and become refined are important tools to shaping the future of healthcare because they are telling us where to direct our resources and our interventions to impact those that are served.

And so in the private health insurance space, I've had the honor and the pleasure of talking to my counterparts across our membership. And so when I was at CMS, we covered 150 million lives. Our association's members cover 200 million Americans. So this is a really unique opportunity to build a bridge of equity across the entire healthcare system in this role which was not here. I'm the first person in this role.

And so when I think about the opportunities and I think about the data through sources and tools that we have, it's really going to be instrumental in helping us form and shape how we move forward as a collective. And I say as a collective because as I've talked to my counterparts across the country, some health insurance payers are very far along and there are others that are, they're really just starting to build the foundation of how they do this work in the future.

One of the common denominators though and predictor of their success is how well they understand, reflect, utilize, and truly use their data to develop interventions.

And so, I guess that would be my response to that question is I think the greatest opportunity right now is we have such refined data resources that can be instrumental in helping payers think through benefit design, think through how they engage with communities to ask the questions and the data helping to guide where they go once they get that information. That's the greatest opportunity we have because with certainty, I can tell you just a few years ago, this was not widely understood across the healthcare system. So I'm really excited for where we are going in this space.

Natalie Evans Harris: Dr. Pritchett?

Dr. Jeanita Pritchett: So I'm going to also maybe take a slightly different turn on this question and think about the opportunities that exist on how we are funding research and who is getting the dollars that are supporting dismantling or addressing any health disparities that exist. And so, we have a number of different open data sources that tell us where funding is going through the federal government. So USA spending is one route that you can go to understand where contract dollars are going. There are also resources like the Unite Initiative Dashboard, the NIH hosts that talks about where our funding is going to support biomedical research.

But what that also helps us to understand is who is not getting the funding. And the opportunities that I see is to understand why not? How do we use this information to design interventions to help prepare people to apply for funding opportunities? How do we help strengthen collaborations and partnerships amongst different entities, academic institutions, healthcare institutions so that people are well-prepared to go after the funding that is out there because there's a lot of dollars that leave the door not just through this organization but across the federal government to really help support different environmental, healthcare issues? But a lot of people don't know how to access them.

And so for us, one of the big opportunities is one, putting the information out there, being very transparent and holding ourselves accountable saying, “Hey, this is where our research dollars went to.” And you can infer where it didn’t go to. And so that tells our internal staff what type of interventions we need to be focusing on.

Beyond just our external reach in addition to Executive Order 13985 and 14091, there’s also the complementary one, 14035, which focuses on the internal workforce. So it’s very hard to think about addressing outside activities when inside the house may not as racially disperse as it should.

And so we really are using this as a collective to address not only our external, how are we funding people, but also looking at our workforce demographics to understand where there are disparities and who is climbing up the ladder. And yes, disaggregated data is powerful. But also, intersectional data is equally as powerful.

When you think about who is climbing up the ladder, if we are looking at just women, we might see one number. But if we look at black women that are in senior leadership positions, that might tell a whole different story and then really tell us that we need to be exploring things like our retention data, our exit survey data, who has access to training, who has access to sponsorship and mentorship.

And so for me, I think the opportunity is leveraging both internal demographics, external funding information, and using that to collectively move the needle in both domains. So that’s where I see the biggest opportunity.

Dr. LaShawn McIver: I just want to add to that. Something that you said just kind of sparked the notion of the whole government approach and this is what it looks like in action when we talk about systems of change. And through the Executive Orders that have come out through the Biden Administration, it has really pushed the entire government to think differently about how it operates.

And so, our data is only as good as what information we are putting in to get out the data. And the work that NIH has done over the last couple of years to be more intentional on how they are approaching the researchers that are conducting the research, that’s putting out the data that we are leveraging has been very impressive. And I just want to commend NIH for the work that they are doing in that space, and that is a part of this whole government approach to advance equity across government benefits and services. So I just wanted to call out those efforts.

Natalie Evans Harris: There’s a data life cycle model I’m sure everybody in here has heard around data transform to information, transform to knowledge, transform to action. It’s efficiently taught and it’s how you mature data to make it that resource that’s useful. And I think over the decades and over time, we’ve seen data and been able to transform it into the

information, transform it into the knowledge necessary for us to begin to understand the power of data and what it can do and the stories it can tell.

We are at this point right now where we need to get to that action. And technology alone can't solve that. There's a glue. There's a glue necessary between knowledge and action that energy needs to be put toward. How do we tie people and technology together in a way that meaningful scalable action can actually happen? That's what I hear threaded through everything that folks – that you're saying and conversations that I've had. We haven't said the word AI in like an hour and I'm very proud of that. I'm just going to throw it out there and just push it to the side.

But there's like this – there's this moment that we are recognizing right now where we have the skills to create the tools, we have the data to inform the work that we want to do, but there's this little leap we need to do in order to make it actionable. And some work needs to be put into that space to really change us from this culture of getting the knowledge, seeing the tools to turning into actions going forward. So I just want to put that out there because that's what's coming up for me as we are having this conversation. Thank you.

We are going to turn individual questions and then I will release everybody on you guys. So we will start with Dr. Pritchett. You're in your new role as Chief Scientific Diversity Officer within the National Institutes of Health at the National Center for Advancing Translational Sciences. Say that ten times.

Dr. Jeanita Pritchett: Or just say NCATS.

Natalie Evans Harris: NCATS.

Dr. Jeanita Pritchett: There you go.

Natalie Evans Harris: I knew you when you were at NIST and serving as the Chief Diversity – not Chief Diversity Officer, the Acting Director for Diversity, Equity, Inclusion and Accessibility at NIST. And so, I remember the work and all the things that were happening there. And given your new role and the shift from being in the NIST world to now you are in the NIH world, can you tell us a little bit about what it looks like to embed equity in the work that you've done in either role?

Dr. Jeanita Pritchett: So yeah, the shift is still new because I'm still learning so definitely having conversations with NIST colleagues and into my new NIH colleagues. But embedding equity really starts from just the passion and desire that was there well before the Administrative Orders were – or excuse me, the Executive Orders were released. Specifically thinking at NIST because again, I'm three days in, at NIST, we really took a data-driven approach to think about equity across various domains, particularly, we had a group called the Steering Group for Equity

and Career Advancement where we were looking at women and people of color and their ability to rise above the ladder.

And so through that particular work, we actually funded three different studies, one which was external led by a coach and then two that were internally-led. So really understand both qualitatively and quantitatively what disparities existed. And that of course required resources, so embedding equity requires embedding resources to do the work. And so I was really grateful both at NIST and now NIH to see those resource dollars being baked in and this becoming a part of just everyday conversation, not making equity the add-on at the end or the garnishes sprinkled on at the very end but really baking it to everything that we are doing. So asking our questions like who is not in the room? How are we not addressing – or who are we not addressing with whatever policy we are putting into place?

Back at NIST and through the Department of Commerce, we of course had the racial equity action plan that came out in response to 13985, the DOC DEIA strategic plan. And then NIST had its own strategic plan. And so in all of those, we leveraged data of course using the equity assessment that was released through OMB but then also doing self-assessments and putting forth very robust, strong plans that we can execute against.

Plans are great but it means nothing if we are not really ready to implement them. And so we also stood up an equity council at the DOC level, which was chaired by Natalie initially and really spearheaded by Natalie. But then we also stood implementation teams and made this the work of not just myself or my office but every single person. So embedding equity really looks like embedding it into everybody's role. We created performance elements that could be added to people's performance plans so that this wasn't thought as an add-on but really something that they integrated into their work. So the idea of embedding it means that it has a way of thinking versus a thing, this mythical thing that we are going after versus how we approach every single program, policy, activity that we are doing.

Natalie Evans Harris: So it's a culture change.

Dr. Jeanita Pritchett: It's a culture change. I mean it grew from top down, bottom up. It has to be a mind shift on how we are approaching it because when we think of it as this thing that we add at the end, that's what makes it not sustainable. That's what makes it easily wiped away with another Executive Order, which we had with the previous administrations.

Natalie Evans Harris: It never happened. It never ever happened.

Dr. Jeanita Pritchett: Yeah. We just went through how we approached the work.

Natalie Evans Harris: Thank you. Dr. McIver, I'm getting to your question. Dr. McIver, you have a long and illustrious career advancing health equity in the public sector. Can you share more

about how you've seen data evolve in the past decade and where you believe it can be best leveraged moving forward to achieve health equity?

Dr. LaShawn McIver: Thank you. I like that illustrious position. [Laughter] As I said, I'm very excited about where we are today because we've actually been talking about this in different parts of healthcare for a very long time. And so – and I think I'll talk a little bit about my role and how I'm seeing where we are now. So what I'm excited about in terms of data based on my experience over the years is one, more people are talking about it across different sectors. And that's important because in order to address health inequities and to eliminate health disparities, we need to work across sectors to do that. And so we are pulling in data from different sectors and utilizing them in a much more impactful way today.

So I am a recent member of AHIP's leadership team and there are three fundamental things that I will be working to do within the organization over the next three years. The first is to build our infrastructure for health equity. I don't look like a construction worker but apparently, that is a part of my job description in that I construct and build and help to create these systems because without that, health equity is not sustainable. You have to really understand how it fits into your enterprise, how it is everyone's responsibility to do this work.

Over the time that I spent at CMS doing this work, that was a part of what I did is to help build our infrastructure of health equity and take equity from this unattainable, huge thing, I don't know where to start, I don't see a role for me in this in particular is in that program, it's not in my program. We had 26 offices and centers and we all had a responsibility to think about how our work impacts those that we serve and that includes people who live in medically-underserved communities and/or are negatively impacted by our current healthcare system.

And so, that's systemic work, that's changing culture, that's embedding it in your performance evaluations, right? That is thinking about your strategy and how you think about equity at the beginning and not putting it at a period, at the end.

And I think that's what's happening across the healthcare system. So in this new role, my first pillar of work is bringing up organization to another level of this. We've been doing it for about three years on some of this work. And we actually have some robust work that we've done in data in working with our plans to think through some of their data strategies. But that pillar of work really focused on how do we as an organization show up in the space as a leading policy voice? How do we become a stronger agent of change as we are helping to shape healthcare policy?

The second pillar, I mentioned we are a member-driven organization. So members are doing this work across the country. We have health plans that are in this room that are represented by our organization. Meaning, we are on some of these health plans.

You would want to know how they are thinking about it and how they are strategically approaching that. And so working to help meet the needs of our members who are doing this work and trying to bring as many people along as we can to provide the support and resources and tools for their critical thinking in the space. And so that's from their leadership to those who are implementing this day to day – in their day to day work.

And then the third pillar is developing an industry strategy that represents the commitment that the entire health insurance industry will stand behind to advance health equity as a collective. That's going to be very powerful.

When I saw that transformation happen within CMS, it was one of the most powerful things I had seen in health policy in a very long time. And I often would say we are like a huge ship and if we just could turn 2 degrees in a different direction, we can exponentially make changes in the healthcare system.

And so part of this work will be focusing on what is that 2-degree shift we need to make in the private health insurance market to help impact health inequities or eliminate health inequities and health disparities. And so that is the third body of work that I will be focused on.

And so the thread throughout all of that is data. Different types of data will be helping in shaping and driving that. But again, really exciting work ahead. And I invite you all, please reach out to me as we are thinking and building the strategy, we hope to release something in the coming year that will be more public about some of the concrete steps that we are taking. But I always in my conversations by saying this is the beginning of the conversation and not the end. So please reach out to me as you are doing this work and certainly as I'm helping to build this work in the health insurance market.

Natalie Evans Harris: Thank you so much. And I agree that this would be a beginning of a conversation. So we will go to Kathy and Kathy has slides.

Kathy Pettit: No.

Natalie Evans Harris: No? No slides anymore?

Kathy Pettit: I didn't want to be the only one with slides.

Natalie Evans Harris: Okay. Kathy doesn't have slides. You mentioned some of the work that Urban Institute is doing on how different types of data reveal important racial equity issues. Can you tell us a bit more about bringing different datasets together to understand issues such as climate and health or health and housing and where do you see the research moving in the next several years?

Kathy Pettit: Thanks. I'll start with some good examples. I think we – my network really requires that our partners collect data across crime, health, education, housing because that's how neighborhoods and our personal lives, our families work. So it's hard to separate one from the other in all those interactions. So it's really a part of our network's DNA.

And I brought in an example with publicly-available data and then with more advanced data to try to illustrate this. I think COVID was a real moment where we saw why it's important to have the data at the ready. So data development takes a long time. It takes a lot of investment. New products take a long time. And when that – within two weeks when everything shut down and governments were thrown into disarray about what to do and private sector agencies, nonprofits, our partner in – filled up. Yeah, I was glad to see it filled up. Highlighted there is the urban health collaborative at Drexel University and they are really one of the stars of pulling different – understanding how all of those sectors intersect together.

I think that the process matters as much as the actual numbers of data. So they have experienced really co-designing forms and asking what information they need. And as COVID was beginning and they were getting a lot of questions about folks having to make decisions really very quickly about how to respond, they began local dashboard that included many of the elements of social vulnerability index, housing, employment, income that we saw along with the PLACES data, which I recommend that you take a look. It's health outcome data for the tract level for the country. So, pulling the health data in with the context data and some other data like from evictions lab and other pieces that were going on. And adding also some access to resources into their dashboard that they help co-designed with their stakeholders.

So this really gave everyone sort of a go-to place and a common understanding and really helped people break down silos and think beyond what their little piece was. And so, the elementary school looked at this to help design its support services for their kids that were remotely learning. The Public Health Department looked at it for disrupted social services. They had developed a spin-off with a community development organization to look at where they were going to lose affordable housing and have these health risks at the same time from the outcome, health outcome data that was shown where people were vulnerable to COVID.

So yeah, it really had people shift from like what services am I providing in this narrow lane to how are we thinking about the families we are serving and what are their lives like and what are the multiple barriers and threats they are facing as we went through this crisis together? And all of that is very easily accessible as data. Of course, it takes time to design it well but data access is not the problem there.

The other example is from my Cleveland partner, the Center for Poverty and Community Development. And we worked with their homeless services agency at the county level at Cuyahoga County and they were – they have one of the most advanced integrated data systems for the county so I forget, 2,000 agencies integrated the data at the individual level and with full

privacy protection to do really data analyses. And they were working with young adults experiencing homelessness and how the systems were supportive in helping them.

So they merged the homeless management information system data to homeless services with the workforce program data and perhaps not surprisingly, there's very little overlap. So basically, there are very few young adults who were unable to access the workforce programs that the county had been funding.

And of the people who were accessing it, most of them were men even though 80% of the homeless, young homeless adults are women. So it both showed again this age/gender gap that was there that they didn't realize existed and they were not reaching the goals and missions that they had together.

But as a result with this evidence though, they were able, to your point, access, have the data to make the case and access federal funds to do a pilot that really did more targeted outreach and supportive services that were directed particularly at young adults and it went in to start to fill this gap. And then they will be able to continue monitoring to see did this pilot make the impact and improve things that they wanted to. So I think that data took a long time to develop so it's both – don't be intimidated. Start small but think big. But also, think big and think about data sharing and this beautiful advanced system that agencies are working together. And so, yeah, to hold both those things in your head at once.

Natalie Evans Harris: Thank you so much. So I will say, moderating 101 is you're supposed to pay attention to the time. I failed miserably. And so we have one closing question, but because we got 5 more minutes left in the panel, I'm going to not do the closing question and I'm going to give the floor back to Dan so that he can moderate questions.

Dan Chenok: Phenomenal set of insights from all of you. Thank you so much. And I know we have one question, at least a couple online. We are going to first go online and then in the room. So I know we have questions from a government colleague. Ruth, can you read the question?

Ruth Gordon: Yes. Venita Johnson from HUD asks, "When do we have an intersection of having all the data you need to the willingness to change external and internal behaviors?"

Natalie Evans Harris: Easy. The answer is three. I will relay the question back and then I will give my thoughts and then – yeah. So what I heard was we've got data, we've got tools, when does it actually change culture and things that happened in organization? And I think Dr. Pritchett and everybody kind of touched on that a little bit and it gets back to that glue between knowledge and action, right? Sometimes we look at data and making it an actionable resource as a technology problem but it's actually not. It's an ecosystem problem. It is the ability of people to take what they've learned from the data and drive change. Just like all the conversation around

AI and the worry that AI is going to take over the world and I don't know, us people are going to become the pets. I don't know.

It's people that drive the change. It's people that influence what happens with technology and with data. So if you want to see change happen then it's people that make the decisions around those cultural changes. So there's a will of the people that has to happen just like what Dr. Pritchett did in NIST to be able to drive and embed equity in those things necessary for data to be a powerful positive resource versus the unintended consequence that can sometimes happen with people.

Dr. LaShawn McIver: Let me just offer some perspective. When I heard that question, my first response was there is change on a micro level to some degree like when you hear examples like this, that sounds like change to me, right? There are communities that are changing. There are people that are changing. It's the macro level change that we are looking to see, right? We know we spend the most as a country on healthcare but of high-income countries, we still are at the bottom of the list. We should actually be very disturbed that we are still at the bottom of this list because we have this money. So that's the macro change that we have not seen where, where are the dollars going to actually make sense in healthcare for people who are impacted by our healthcare system?

So I think I love the starting small but thinking big. We are seeing changes in individuals, in communities, and in some systems. What we are really working towards is how do we see this macro level change. And I think this is a part of what is the beginning of what's going to help drive that micro level change but we still have a lot of work to go because people, right? People make all the difference. So, I would just offer that.

Ruth Gordon: Thank you.

Dan Chenok: Are there questions in the room? Or share comment. Yup?

Male Speaker: Yeah. Congratulations to everyone. My name is Julio Guity-Guevara. I do a lot of work around the climate change agenda. But I have a question about differential privacy. How do you feel that differential privacy is going to impact the work that you are doing? And if you can share some of the best examples throughout the country on how data for racial equity have become a racial equity budgeted at a municipal level.

Dan Chenok: Thank you.

Natalie Evans Harris: I might defer to Kathy on that one ...

Kathy Pettit: Yeah. Well, I was on an advisory committee as they were implementing differential privacy. And we have statistical experts at Urban that can talk to about the method in question. I think the most important thing is the thousands – hundreds of thousands of users of the

American Community Survey and HMDA and LED need to understand like what's the fitness of use of this data now?

And so, we are not going to have an alternative to ACS. This is the data we will use. We need to use the tract level data. How do we make those decisions to decide if this data is good enough for what we need for a question that's there? And I think the Census has some ways to go on the interpretation side for everyday people and even including myself because differential privacy is very fancy. That's there. So I think I can refer you to my colleagues and connect you about debates on the methods.

But I do think on the practical level, that's the data we have but we will need to relearn how we use it. And we will do this before when we moved from the Decennial Census to the American Community Survey. So I lived through the same sort of learning process and we can do it again with differential privacy.

Dan Chenok: The second part?

Dr. Jeanita Pritchett: The second part spoke to local government, right? It was ...

Natalie Evans Harris: How has it been budget? How was it been embedded in budget?

Dr. Jeanita Pritchett: I have one full example for you. So I just returned a few weeks ago from San Antonio and they had their 2nd Annual Health Symposium for the city.

Ruth Gordon: The second San Antonio example.

Dr. Jeanita Pritchett: Yes. Oh, yes, it is. And it was wonderful – there's a lot that you're hearing about how states are thinking about equity and some states, people can't even say it in their state and they are working on – they are doing this work and they can't talk about it within their local government or state government. And so the example I had was they talked about their strategy. And a part of it is what you spoke about earlier is in – they really worked to embed it in how San Antonio approaches health equity from their workforce to the programs across the city.

And so, that's a wonderful example because in a state that there have been challenges in addressing equity but at the local level when this is --- this is not a small city, right? So at the local level, we are seeing that their government, their local government entities are really working to advance equity. So I just wanted to at least highlight that.

Natalie Evans Harris: Thank you for that.

Dan Chenok: Interesting. Well, we are at time. Joel, you want to join me in thanking our ...

Joel Gurin: Yes, absolutely. Yeah.

Dan Chenok: A great program from shaping and framing our remarks. April, thank you for those, the introduction of a great tool set that will I think help move the community forward in different ways, and the insights from the panel, just terrific morning. Thanks to all of you around the country who have joined us online. And thanks to all of you who made it in person.

And Joel, you have the last word.

Joel Gurin: Last word is just to add to Dan's thanks and to quote you, Dr. McIver, we really hope this is the beginning of the conversation. We are – we will be in touch with you all probably more than you want to because we really do want to follow up. We really welcome input, collaboration, anything we could do to work together to advance this important work.

And again, thank you, April, and thanks to this amazing panel for everything you contributed today.

Dan Chenok: Thank you all for coming.

Biographies

Speakers

April Chen is a Presidential Innovation Fellow at The White House Office of Science and Technology Policy. She is a Data Scientist who is passionate about leveraging data science to inform policies that advance equity, justice, and climate goals. Her area of expertise is in impact measurement of policies, campaigns, and product strategy with experimentation, causal inference, and statistical / machine learning models. As a PIF at the Executive Office of the President, April's work has focused around measuring the equitable distribution of federal funding, and developing policies to ensure access to federal resources for underserved communities. She is currently supporting the National Climate Task Force to measure progress against the Biden-Harris Administration's climate goals, and use data to identify and address bottlenecks in the clean energy transition. April was previously a Senior Data Scientist at Lyft and led a research and development team at Civis Analytics. April is a first generation American who was born in Taishan, China and grew up in Brooklyn, New York. She graduated from the University of Chicago with a BA in Economics.

Temilola Afolabi is a Senior Research Consultant at CODE where she co-leads CODEs Open Data for Racial Equity program, where she works to identify ways to advance racial equity in fair housing, criminal justice, environmental justice, healthcare, and the workforce using open data. Temi also serves as the in-country Project Manager for a USAID conflict prevention project with the UMD Center for International Development and Conflict Management where she works to reduce the threat of extremist violence in Northern Ghana. Temi completed the National Institute of Health's Data Science Fellowship with the Agency's Artificial Intelligence and Machine Learning Consortium to Advance Health Equity and Researcher Diversity (AIM-AHEAD) program. She received her Bachelor's degree at the University of Maryland College Park, where she studied International Government and Politics, with a Minor certificate in International Development and Conflict Management.

Panelists

Natalie Evans Harris is the Founder and President of Harris Data Consulting. She is a mission-driven data scientist, strategist and speaker with over 20 years of experience leading initiatives, coalitions and organizations to powerfully and equitably leverage data to combat economic and social injustice. She has founded and led multiple organizations including the Black Wealth Data Center and BrightHive. She has served in the Obama Administration as a Senior Policy Advisor to the U.S. Chief Technology Officer and the Biden Administration as a Senior Advisor to U.S. Secretary of Commerce Gina Raimondo. She is a world-class speaker, and has been invited to speak on stages, for institutions, conferences and platforms around the globe on her passion, skills and impact on advancing the power of data for social good. She holds degrees from the University of Maryland Eastern Shore and George Washington University.

Dr. Jeanita Pritchett is the recently appointed Chief Scientific Diversity Officer within the National Institutes of Health at the National Center for Advancing Translational Sciences (NIH/NCATS). In this role, she focuses on addressing systemic issues that have hindered diversity and inclusion in the translational science field. She previously served as the Acting Director of the National Institute of Standards and Technology (NIST) Diversity, Equity, and Inclusivity Office and was responsible for leading the development and implementation of the NIST Diversity, Equity, Inclusion, and Accessibility (DEIA) Strategic Plan. Welcome Dr. Pritchett.

Dr. LaShawn McIver is a proven public health leader with 20+ years of experience driving successful initiatives aimed at promoting health equity, improving health outcomes, increasing access to quality care and promoting health system reform. In July, she joined America's Health Insurance Plans or AHIP as its new Chief Health Equity Officer & Senior Vice President where she serves as a thought leader for AHIP's health equity strategies and programs. She also provides strategic leadership for an overall industry wide Health Equity Strategic Roadmap for

AHIP as a member-driven association. Dr. McIver is the former Director of the Centers for Medicare and Medicaid Services (CMS) Office of Minority Health.

Kathy Pettit is a principal research associate in the Metropolitan Housing and Communities Policy Center at the Urban Institute, where her research focuses on neighborhood change and how communities use data for more effective and equitable decisionmaking. Pettit is a recognized expert on several small-area local and national data sources and on the use of neighborhood data in research, policymaking, and program development. She has conducted research on topics including neighborhood redevelopment, federally assisted housing, and local housing markets and conditions. Pettit also co-directs the National Neighborhood Indicators Partnership, a national network that supports local communities in their use of data to shape strategies and investments to ensure all neighborhoods are places where people can thrive.

Dan Chenok is the Executive Director of the IBM Center for the Business of Government, where he oversees all of the Center's activities and writes and speaks extensively around government technology, cybersecurity, privacy, regulation, budget, acquisition, and Presidential transitions. Mr. Chenok previously led consulting services for Public Sector Technology Strategy, working with IBM government, healthcare, and education clients. He serves in numerous industry leadership positions including as a Fellow of the National Academy of Public Administration (NAPA) and is an Adjunct Associate Professor with the LBJ School of Public Affairs at the University of Texas in Austin. As a career Government executive, Mr. Chenok served as Branch Chief for Information Policy and Technology with the Office of Management and Budget. Prior to that, he served as Assistant Branch Chief and Desk Officer for Education, Labor, HHS, and related agencies in OMB's Office of Information and Regulatory Affairs. He began his government service as an analyst with the Congressional Office of Technology Assessment. In 2008, Mr. Chenok served on President Barack Obama's transition team as the Government lead for the Technology, Innovation, and Government Reform group, and as a member of the OMB Agency Review Team. Mr. Chenok has won honors and awards including a 2010 Federal 100 honor, the 2016 Eagle Award for Industry Executive of the Year, and the 2002 Federal CIO Council Azimuth Award for Government Executive of the Year. He earned a BA from Columbia University and a Master of Public Policy degree from Harvard's Kennedy School of Government.

Joel Gurin is the President and Founder of CODE and an internationally recognized expert on open data. His book *Open Data Now* (McGraw-Hill), written for a general audience, is considered a benchmark publication that helped define this emerging field. Before launching CODE in January 2015 he conceptualized and led the development team for the GovLab's Open Data 500 project, the first thorough study of the use of open government data by the private sector. Joel's background includes government, journalism, nonprofit leadership, and consumer issues. He served as Chair of the White House Task Force on Smart Disclosure, which studied

how open government data can improve consumer markets, and as Chief of the Consumer and Governmental Affairs Bureau of the U.S. Federal Communications Commission. For more than a decade he was Editorial Director and then Executive Vice President of Consumer Reports, where he directed the launch and development of ConsumerReports.org, which was then the world's largest paid-subscription information-based website. He is a graduate of Harvard University with an A.B. in Biochemical Sciences, Magna Cum Laude, Phi Beta Kappa. In 2023 he was honored to be selected to the FCW Federal 100 and elected as a Fellow of the National Academy for Public Administration (NAPA).