



Catharsis Consulting

New Workshop Summary

Prepared August, 2021. Current to October 2021.

NEW WORKSHOP TRAINING AVAILABLE:

Diversity, Equity & Inclusion Approaches for Evidence Cultures: Building a framework for data science and quantitative research

Summary: In this package, Catharsis Consulting delivers an **introductory workshop** on how evidence cultures can start from and consistently reinforce a rigorous consideration of diversity, equity, and inclusion in their work. This workshop includes a half-day expert presentation along with interactive, small-group exercises and pre-work exercises. The aim of this workshop is immediate relevance, helping attendees develop strategies that can be applied the very next day. Another aim of this workshop is to facilitate internal community within organizations between colleagues facing similar challenges on these complex issues.

Our workshop approach is **community-driven and collaborative**. Rather than seeing “DEI” as an end state or a checklist, this workshop focuses on *real-world action* to create productive, systemic cycles of inclusive thinking. We believe that every organization must work through developing their own thoughtful frameworks that lead to concrete actions. This workshop provides a starting place for that work, curating evidence-based guidance from statistics, sociology, learning science, and critical experts on DEI topics in measurement.

We’ll talk about important core concepts like DEI implications for causal inference, and how viewing causal inference through a DEI lens improves not just our understanding of marginalized individuals, but also our ability to ask questions about measuring impact for anyone. We’ll work through examples of how multiple functions can work together to develop informed metrics, and a decision-making template that helps every team member contribute to DEI-informed work during both project planning and analysis stages. We’ll also cover the basics on how teams can avoid common pitfalls of inequity while developing data-based approaches, such as underrepresentative samples and hidden biases in machine learning.

Depending on the audience, for the last third of the workshop we can either continue to dive deeper on general introductory material, or customize to include a specialized component of most interest to the team:

- A component on applied and observational analysis in particular, discussing DEI implications and best practices when confronted with data sparsity and lack of representation
- A component on intersectionality as it applies to statistical analysis, discussing issues of comparative analyses & inclusive interpretation about demographic groups

An important statement of scope: this workshop is not focused on internal DEI issues within an organization. This

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is not an “implicit bias training” or a diversity training for human resources and internal workplace culture. Rather, this is a workshop specifically on DEI methodologies and strategies for data and research work.

Time & Materials:

- 3 hours of live content plus 1 hour of optional pre-work
- Downloadable decision-making template for evidence-creation teams (e.g., data science, research, user research, product analytics)
- Rich presentation slides including citations and bibliography of additional sources

Contact

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