2024 TIP Winner
Equity Analytics: A new course for addressing societal inequality

Chris Rider
Ross - Business
Motivation for the Project

Expectations of equitable leadership.

- Close gaps with data-driven insights and evidence-based initiatives.

But leaders need...

- Analytical skills to identify causes and to match solution to problem.
- A framework to facilitate conversations that yield “solution space.”
What is the project? Equity Analytics.

Michigan Ross’ New Equity Analytics Course

Achieving Diversity Through Equity Analytics

"...the 'E' in DEI requires Equity Analysts..."

Stresses Data With Impact (Poets & Quants)

(AACSB)

(Michigan Ross)

Source: https://groups.cs.umass.edu/hci-vis/2020/09/25/revisiting-dubois/
## Framework

<table>
<thead>
<tr>
<th>Allocations</th>
<th>Valuations</th>
</tr>
</thead>
<tbody>
<tr>
<td>matched to opportunity</td>
<td>evaluated &amp; rewarded</td>
</tr>
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</table>

### Differential Treatment

\[
\text{(≠ behaviors)} \rightarrow \text{(≠ outcomes)}
\]

### Disparate Impact

\[
\text{(= behaviors)} \rightarrow \text{(≠ outcomes)}
\]
Outcomes

1. **DOCUMENT DISPARITY (OR LACK THEREOF).**
   Establish statistical differences in outcomes between or among groups (i.e., empirical facts).

2. **ELABORATE THE DATA GENERATING PROCESS.**
   Articulate theoretical mechanisms that could generate observed disparities.

3. **STRUCTURE INFORMATIVE COMPARISONS.**
   Collect data and design analysis to decompose gaps.