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

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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
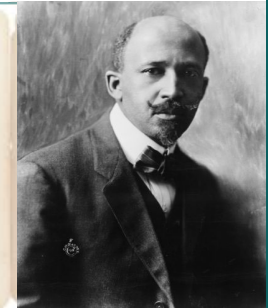
Stresses Data With Impact (*Poets & Quants*)

Achieving Diversity Through Equity Analytics

(*AACSB*)

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

(*Michigan Ross*)

Framework

	Differential Treatment (≠ behaviors) → (≠ outcomes)	**Disparate Impact** (= behaviors) → (≠ outcomes)
Allocations matched to opportunity		
Valuations evaluated & rewarded		

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.