

A stylized, light blue graphic of a leaf or seed pod, positioned in the upper right corner of the slide. It features a central vein and several smaller, rounded protrusions along its edge.

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: [Revisiting Du Bois' Abolitionist Visualizations](#)

Framework

Differential Treatment

(\neq behaviors) \rightarrow (\neq outcomes)

Disparate Impact

(= behaviors) \rightarrow (\neq 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.