New UAIR dashboards give unprecedented access to University diversity data

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University Analytics and Institutional Research is offering employees unprecedented access to diversity data through three new online dashboards, allowing users to easily comb through student and employee demographic information at the department, college and University levels.

The Institutional Diversity Dashboard, accessible to all employees through the University's UAccess Analytics internal data hub, provides aggregated diversity data for enrolled students and the University workforce. The Academic College Diversity Dashboard is a publicly available interactive online fact book that provides summary-level data and trend statistics at the college level.

My UAccess Details allows employees to see their employment, contact and personal information from UAccess. It also shows workers how their race and ethnicity information is reported internally and externally and allows them to adjust that information as necessary.

The dashboards are part of the University's ongoing effort to create a more diverse, equitable and inclusive campus community, says Ashley Hurand, assistant director of UAIR.

"Before you can really start crafting initiatives to improve the diversity, equity and inclusion of the unit that you are a part of, you need to get a baseline understanding of the population you are serving," Hurand said. "We can give people data so they can better understand their starting point."

UAIR is responsible for managing and maintaining student and employee data for internal use and external reporting. The office says, because the new tools do not require an employee to be an approved UAccess Analytics user, more of the campus community can be involved in the University's work to live its value of inclusion.

"The power to enact meaningful change lies within each individual person who has a desire to transform the culture of our community into an inclusive and equitable environment," Ravneet Chadha, associate vice president for UAIR and chief data officer, wrote in the May edition of the UAIR e-newsletter, in which the new dashboards were announced. "UAIR can provide individuals who have this passion for transformation the right tools and the data to support their Diversity, Equity & Inclusion (DEI) initiatives."

Even with the expanded access to the data, employees' personal information remains secure. The dashboards are designed so users cannot get to personal-level data, Hurand said. In addition, the dashboards ensure privacy for smaller groups by hiding data about groups of less than five people on the Institutional Diversity Dashboard, and less than 10 on the Academic College Diversity Dashboard.

To help users get started, UAIR is offering UAccess Analytics Training in EDGE Learning. The office has also created screencasts detailing how to access and use the new dashboards. They are linked below.

- **Institutional Diversity Dashboard** (embedded below)
- **Academic College Diversity Dashboard**
- **My UAccess Details**

Source URL: https://uaatwork.arizona.edu/lqp/new-uair-dashboards-give-unprecedented-access-university-diversity-data

Links
11 https://analytics.uaccess.arizona.edu/portal/Portal?PortalPath=My%20Analytics%2F%20My%20UAccess%20Details
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