

Human Rights Data Collection



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Ontario
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OHRC guide

- In 2007 OHRC released *Count me in!: collecting human rights-based data*
- This practical, user-friendly guide:
 - Why data collection
 - Help organizations determine when data collection is useful and what is involved in doing it
 - Show how it can be done in a way that protects rights
 - Offer case studies of six data collection efforts in various sectors

It's okay to collect data

- History of opposition to race related data collection
- Collecting data on *Code* grounds for a *Code*-consistent purpose *is* allowed and is supported by Canada's human rights legislative framework
- The OHRC has found that data collection can play a useful and often essential role in creating strong human rights and human resources strategies for organizations in the public, private and non-profit sectors

Organizations should collect data

- Organizations, in their roles as employers and service providers, should collect and analyze human rights related data where issues of discrimination are or should be a concern

OHRC *Policy and Guidelines on Racism and Racial Discrimination* affirm that data collection is an essential element to identifying and addressing systemic and subtle discrimination

- organizational culture
- policies, procedures, and practices
- numerical outcomes

Data collection can

- Gathering, analyzing and reporting on human rights-related data collection can help you:
 - Identify trends or gaps in services and employment associated with *Code* ground identity
 - Identify perceptions of discrimination
 - Identify initiatives to deal with problems

Data collection can

- Gathering, analyzing and reporting on human rights-related data collection can help you:
 - Monitor whether anti-racism and anti-discrimination initiatives are effective
 - Gain trust and secure the support of key decision-makers and stakeholders
 - Reduce exposure to possible legal action and human rights complaints
 - Change behavior - Evidence that data collection affects behavior

What does data collection include?

- Data collection includes gathering information using both:
 - Quantitative research methods
 - Qualitative research methods including focus groups. Interviews, document review, etc.
- Data collection can be a highly technical, complex and expensive process, but for many organizations and many types of data projects it doesn't need to be

Data collection issues?

- Framing the question
- Data sources
 - Existing -- modification
 - New
- Aggregation and disaggregation
- Benchmarking – comparators -- census
- Analysis techniques
 - Experts
 - Peers
 - stakeholders

Overcoming concerns

- Organizations can overcome concerns by:
 - Clearly and thoroughly communicating the rationale, method, and benefits of collecting data
 - Outlining how the information collected will be handled and stored confidentially
 - Consulting with affected communities and other appropriate individuals/organizations

Data collection examples

- **Composition of workforce**
- **Police traffic stops and other**
- **Health, social service, child welfare utilization and outcomes**
- **Hate crimes**
- **Student demographics and various educational and disciplinary outcomes**

Resistance

- Still slow going
- Most advances on employment side
- Continued resistance on service side in key sectors
 - Eg. Policing, education, child welfare

Advancements

- Anti Racism Directorate
 - Race data collection standard
 - O. Reg. 267/18 authorizes or requires some types of race related data collection in some public sector organizations
 - School boards are authorized but not mandated to collect

Education sector

- Employment related more normalized
- Ground breaking work of TDSB on service side
- Current Equity Secretariat work with volunteer Boards across Ontario to collect service data

Quan Report

- Quan Report to Ministry: “Unlocking Student Potential Through Data” (Feb. 2017)
 - Ministry has opportunities through existing data in Ontario School Information System and other sources to do important human rights related analysis
 - Equity agenda could be advanced by collecting more types of data
 - The scope of data collection needs to expand from birth to post secondary

Quan Report

- Enhancing data collection
 - Demographic
 - Student and community perceptual data
 - Program and process data
 - Student learning
- Three examples: academic streaming, special education, student suspension