Module 3: R

Submodule 10: Inequity

Expected length: 0.25 day

Guiding question: How can training in equity, diversity, and inclusion improve the profession of data science?

Concepts: equity, diversity, inclusion, bias, stereotypes

Description: This lesson ensures that all students are familiar with the concepts central to EDI and begins a discussion about EDI in data science that students can continue to reflect on as they grow in the profession.

Instructor Preparation: Be aware of the common critiques of EDI training (see<https://www.zenefits.com/workest/the-adverse-effects-of-diversity-and-inclusion-training/>,<https://diversitycrew.com/2022/06/06/dei-training-does-not-work-here-is-why-you-should-do-it-anyway/> for two perspectives)

| Materials and resources | Learning objectives |
| --- | --- |
| 10-inequity\_deck.html | 1. Understanding definitions central to EDI training  2. Reflecting on EDI in data science specifically |

| Length | Lesson content | Guidelines, tips, and tricks |
| --- | --- | --- |
| 15min | What is EDI? |  |
| 45min | EDI in Data Science  <https://www.youtube.com/watch?v=D_0cGEzgrFU>  <https://www.youtube.com/watch?v=J2oJf5f2Weg> | These videos address EDI from the perspective of professionals who are experienced the field. A question period afterwards could help resolve any confusions resulting from a lack of familiarity with the field of data science. |
| 60min | Formative exercise  Discussion questions:  1. what has your previous experience of EDI training been?  2. As beginning data scientists, what impact can you have on EDI in data science? What is within your control?  3. What EDI concerns do you think are more prominent in data science than other professions?  4. What would you like to see in EDI programming for data science? | This discussion is the bulk of the lesson.  Allow 10 minutes for students to collect their thoughts independently. Following this, divide into groups of four students. Allow 20 minutes for groups to collect their thoughts into group documents.  Return from small groups and facilitate discussion for 30 minutes. |
| 15 min | Summative assignment  EDI reflection: What would rich, effective, and engaging EDI programming look like for professional data scientists? | Outline the assignment and leave the writing for outside of class time. Students should be able to draw on their notes from the group exercise. |