

DATA SOCIETY®

The premiere data science training for professionals

Welcome!

- Instructor introduction
- Schedule
 - Mon-Thurs: 9 – 2 pm for instructional hours
 - Mon-Thurs: 2 – 4 pm for independent work
 - Friday: independent work / capstone work
 - Holidays: September 6 & 9 (Labor Day), and October 14 (Columbus Day)
- Attendance
- Student introductions



Program overview

- By the end of this program, you will be able to:
 1. Program in multiple languages such as R, Python, and SQL
 2. Build powerful predictive models to identify patterns and anticipate trends
 3. Build data dashboards and intuitive visualizations to communicate findings effectively
 4. Demonstrate your skills with final capstone projects

Topics overview

AFWERX program roadmap

INTRO TO DATA SCIENCE

- What is data science?
- How can you become data-driven?
- What type of problems can data science solve?

R PROGRAMMING

- What is R?
- How is R used as a tool for data science?
- How can you visualize data with R?

POWER BI

- What is Power BI?
- How can you build an effective data dashboard?
- How can you effectively communicate your results?

PYTHON PROGRAMMING

- What is Python?
- How is Python used as a tool for data science?
- How can you visualize data with Python?

SQL

- How can you store structured data in a SQL database?
- How can you query the database to understand the data?

MACHINE LEARNING

- What are the most useful supervised and unsupervised techniques?
- How can you use machine learning to solve problems?

Program schedule

Introduction to data science	Introduction to R programming	Interactive visualizations and RShiny	Power BI
Data science foundations and visualization			
Introduction to Python	Advanced visualization with Python	Introduction to SQL	Clustering
Data science foundations, data querying, and unsupervised ML			
Regression and time-series analysis	Advanced classification	Text mining & sentiment analysis	Introduction to Network Graph Analysis
Predicting trends, understanding text and identifying networks			
Community detection	Introduction to neural networks and deep learning	Supervised deep learning methods	Capstone reviews and final projects
Building advanced predictive models			

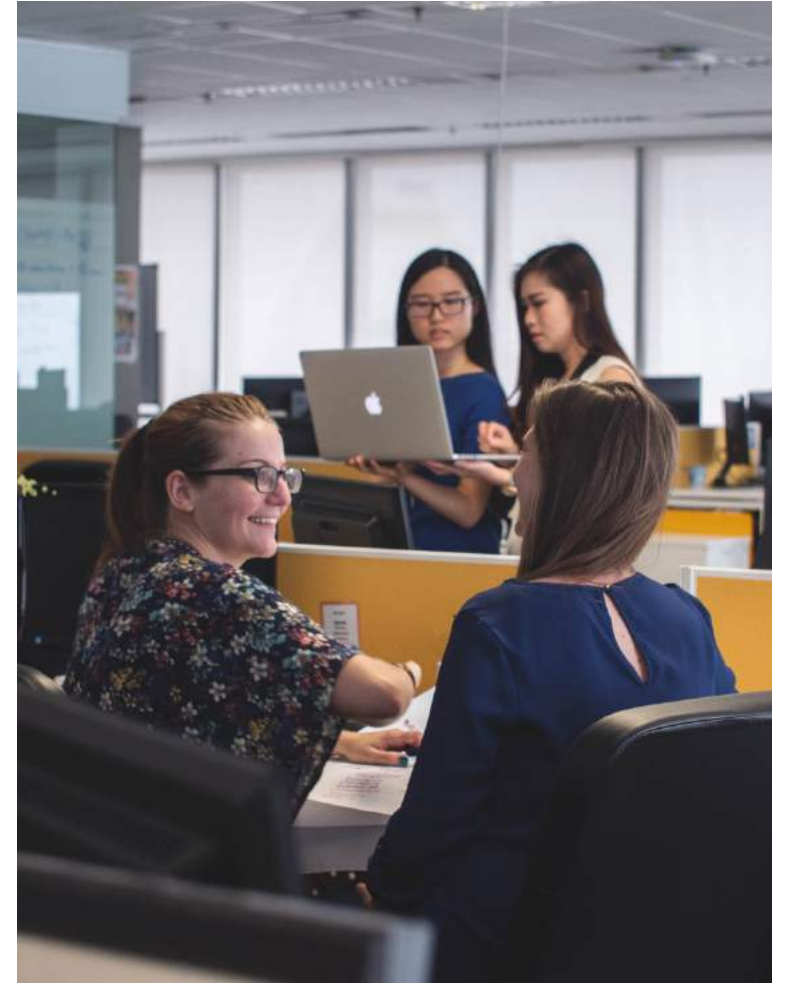
Capstone objectives

1. Build a practical application that solves a use case for your team
2. Mine a data set for patterns
3. Build models that reveal insights or provide forecasts
4. Create visualizations and dashboards that tell the story you want to convey

You'll be presenting your project at the end of the program

Best practices for success!

1. Be ready to start and return from breaks on time
2. Please put phones away
3. Participate in activities and ask questions
4. Dedicate time to capstone projects



Intro activity: are you data-driven?

- Turn to your participant guide to the **Data-driven assessment** page to evaluate your team
- Once you've answered the questions and identified your quadrant, discuss your results with your group – are there any trends that you've noticed? What are some key areas that you are interested in improving?

Activity time: 15 - 20 minutes



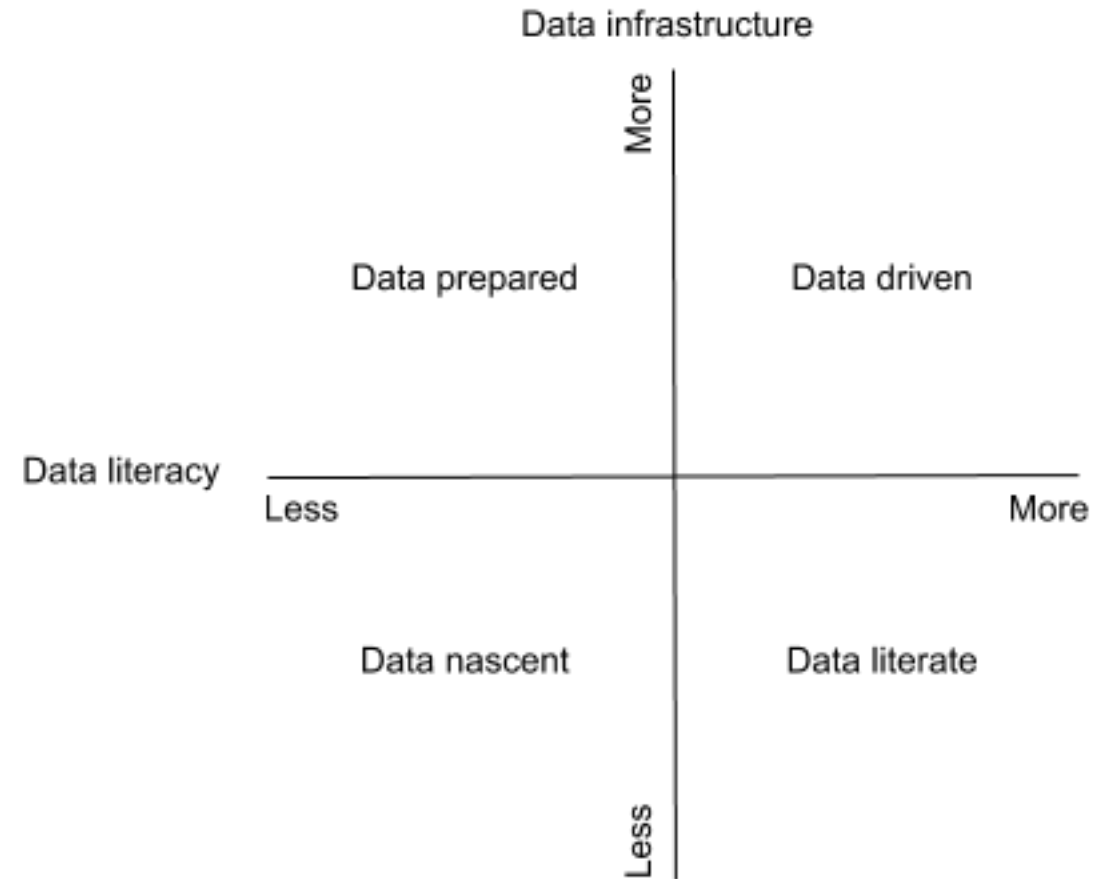
Data-driven metrics

Data infrastructure metrics:

1. Data access
2. Data storage
3. Data collection

Data literacy metrics:

1. Data leadership
2. Data governance
3. Staff knowledge of data



Outline for today

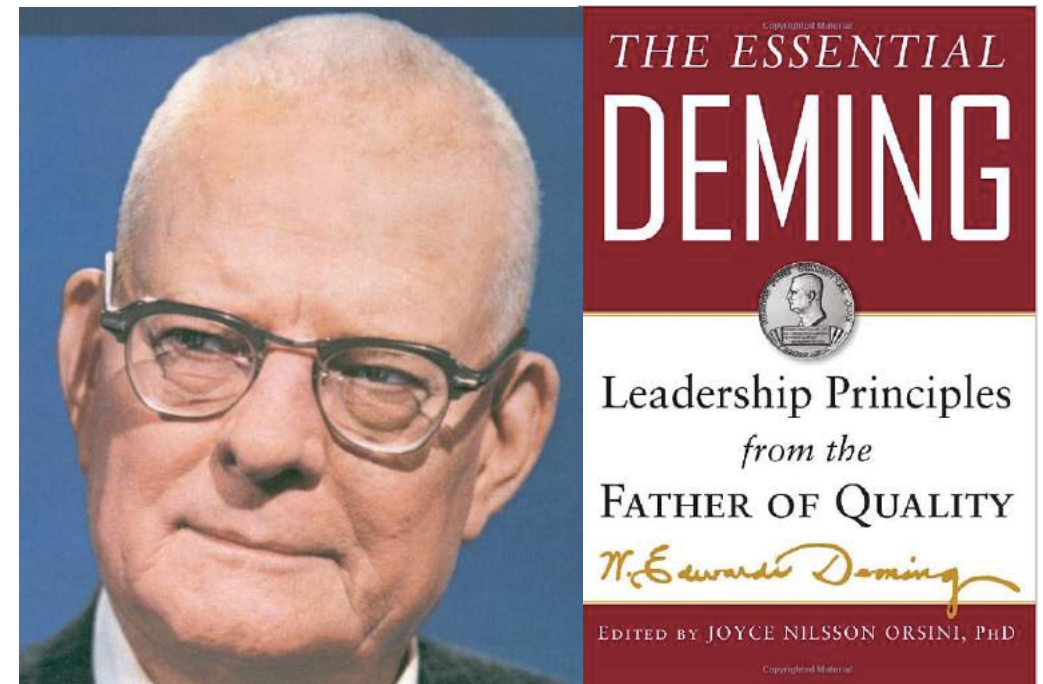
1. Data driven benefits
2. Overview of data science methods
3. Data visualization and storytelling
4. Data ethics frameworks
5. Open data sources

Data vs. a hunch

In God we trust. All others must bring data.

- William Edwards Deming, 1950
(Professor / consultant famous for work in quality control)

- Brought to Japan by General Douglas MacArthur to **fix Japan's infrastructure after WWII**
- Deming trained hundreds of engineers, managers, and scholars **in statistical process control (SPC) and concepts of quality**
- He is largely credited with the **success of quality control at Sony, Toyota and Honda**



Definitions: data vs. no data

- What is worse than being wrong? Not being accountable!
- When experts are wrong, they're rarely held accountable and rarely admit it
- Common reasons for being wrong:
 - Just off on timing
 - Blindsided by an "improbable event(s)"
 - Almost right
 - Wrong for the right reasons
- No more inclined than anyone else to revise their beliefs about the way the world works because they made a mistake



Instrumental value of data

- Data may be retained for a number of reasons:
 - **Compliance**: avoiding penalties
 - **Automation**: economic efficiencies
 - **Low Value Analytics**: naive insights, and sometimes paradoxical ones
 - **High Value Analytics**:** insights that are nontrivial, novel, and comprehensive



6 key benefits of data driven strategies



1. Find a needle in haystack



2. Prioritize work for high impact



3. Early warning / detection



4. Faster decisions



5. Optimize resources



6. Experiment for what works

Strategy 1: find a needle in haystack

- Governments can now use these strategies and predictive analytics to better target their activities

Business application	Public sector application
A process involves a large number of similar decisions, but each decision requires considering a wide range of variables.	Inspections
The problem and the outcome involve a system and not just one agency (i.e., where treating the manifestation of the problem may miss much of the underlying cause).	Truancy (public safety and education)
There is abundant information in electronic data form available on which to base decisions and measure outcomes	Fraud detection
It is possible to insert a model calculation into the actual business process, either to automate decisions or to support human decision makers.	Welfare casework
Conditions of privacy, standardization, data security, and transparency have been explicitly considered.	Tax collection

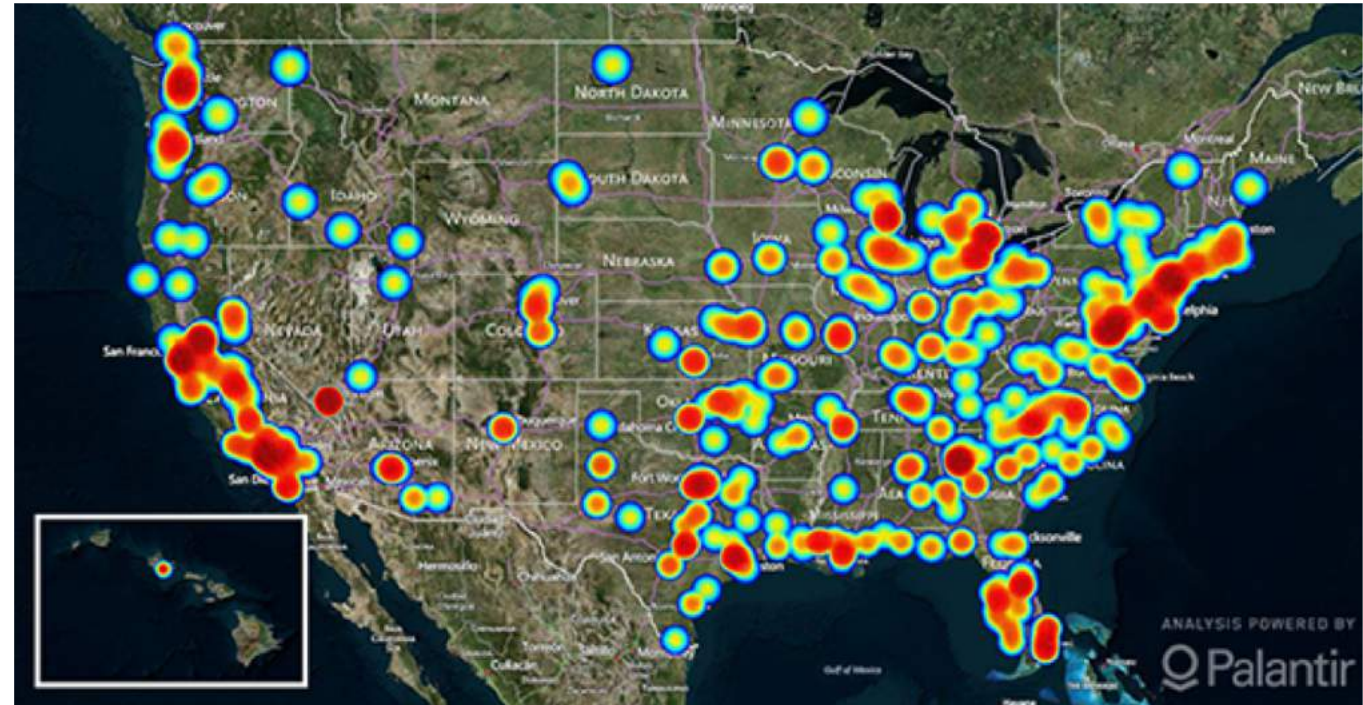
Strategy 1: find a needle in haystack

- Challenge: targets are difficult to identify or locate within a broader population
- Opportunity: data analysis and predictive modeling to identify targets based on existing data



Human trafficking predictive analytics

- Polaris in Washington DC is targeting and visualizing massage parlors because they have made a connection to human trafficking



<https://www.datanami.com/2016/10/07/data-analytics-fight-human-trafficking/>

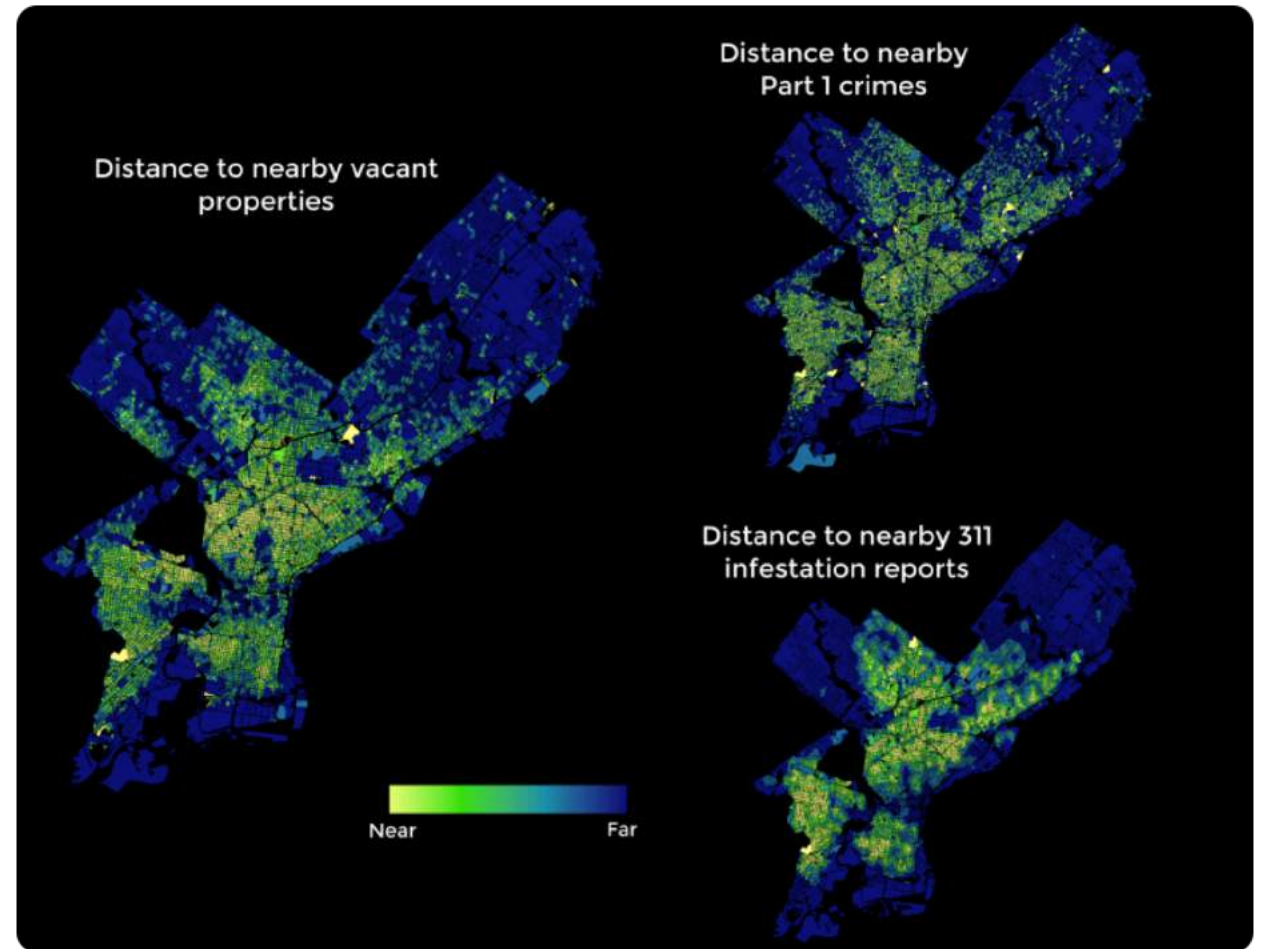
Strategy 2: prioritize work for high impact

- Challenge: services do not categorize high-priority cases early
- Opportunity: data analysis and predictive modeling to prioritize cases



Building safety

- Philadelphia - predictive modeling to prioritize building inspections
- Models estimate the probability that a given building might be unsafe



<http://urbanspatialanalysis.com/portfolio/proof-of-concept-using-predictive-modeling-to-prioritize-building-inspections/>

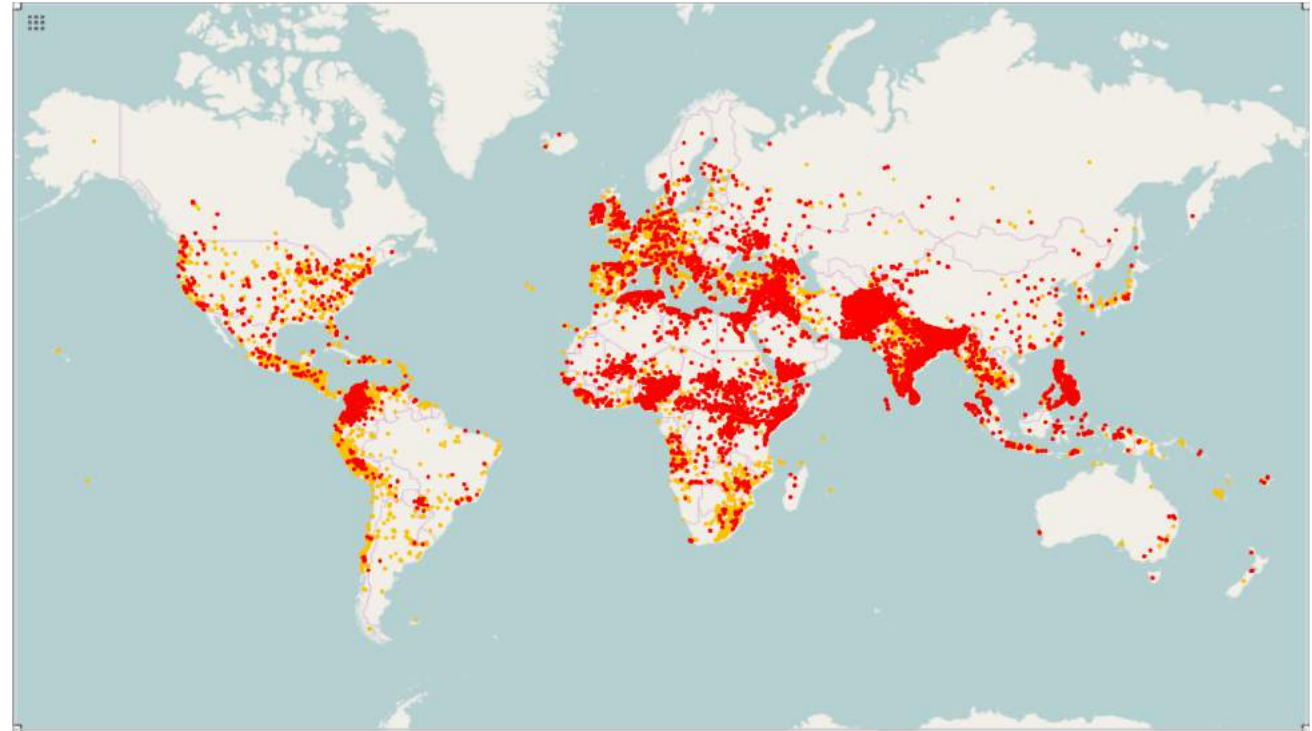
Strategy 3: early warning detection

- Challenge: resources overly focused on reactive services
- Opportunity: develop tools to predict need based on historic patterns



Terrorism - early warning tools

- Why do terrorist attacks frequently succeed, even though later investigations almost always show that warnings had been available but were either misunderstood or ignored?
- Government agencies are now more careful in utilizing technologies for planning and preparing for attacks. A new framework developed by researchers at Binghamton University, State University of New York is able to understand future terrorist behaviors by recognizing patterns in past attacks with **90% accuracy**



<https://www.sciencedaily.com/releases/2017/03/170302115740.htm>

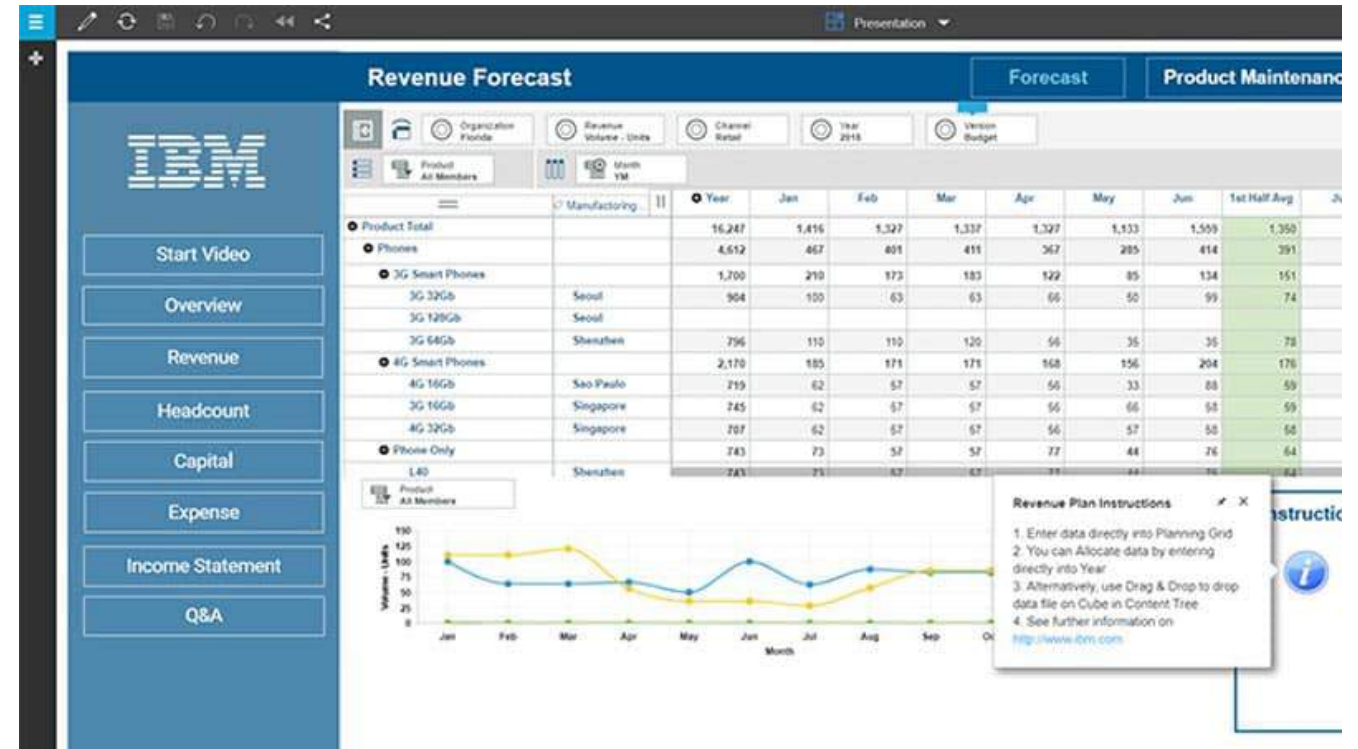
Strategy 4: better, quicker decisions

- Challenge: repeated decisions are made without access to all relevant information
- Opportunity: develop recommendation tools for operational decisions



Government – better, quicker decisions

- A large federal intelligence agency had more than a dozen homegrown financial databases. Analysts spent many hours entering data and manipulating spreadsheets to create a consolidated view of the government agency's spending
- Solution- consolidate government agency budget data on one analytics platform (this agency used IBM's planning analytics platform)
- The federal government agency was able to reduce their annual actual execution reconciliation process from three weeks to one day



<https://www2.deloitte.com/us/en/pages/deloitte-analytics/articles/Government-agency-data-analytics.html>

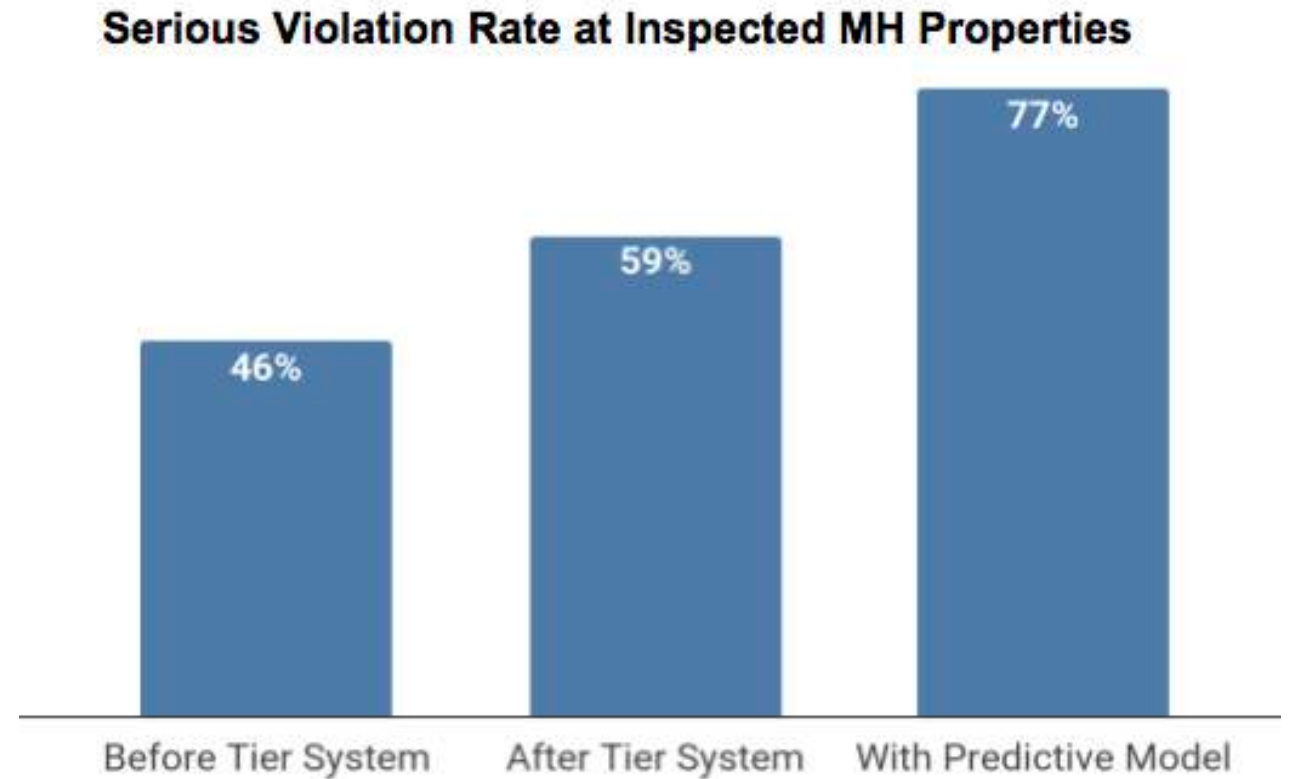
Strategy 5: optimize resources

- Challenge: assets are scheduled or deployed without input of latest service data
- Opportunity: use data to drive decisions on the deployment of resources



Prioritizing building inspections

- In June 2015, a balcony collapsed in Berkeley, killing six people and injuring seven more
- San Jose's Multiple Housing Team implemented data analytics to prioritize high-risk cases
- By identifying the most important factors, they built a model to help prevent future building collapses



<https://dssg.uchicago.edu/2017/07/14/data-driven-inspections-for-safer-housing-in-san-jose-california/>

Strategy 6: experiment for what works



- Challenge: services have not been assessed for impact
- Opportunity: experimental testing and improvement of service options

Form redesign

- The NYC government redesigned its court summons notices to reduce the number of people who fail to appear (FTA)
- The redesign alone corresponded to a drop in FTAs by 13%
- When paired with text messaging, there was a 36% decrease!

The redesigned form, CRC-1206 (1/14), is titled "Criminal Court Appearance Ticket". It includes fields for Name (Last, First, MI), Date of Birth (mm/dd/yy), City/Phone Number, and Home Phone Number. A section titled "Show up to court on:" specifies the Court Appearance Date (mm/dd/yy) and time (at: 9:30 a.m.). Below this, "Your court appearance location:" offers radio button options for various courts: Bronx Criminal Court, Kings & New York Criminal Court, Redhook Community Justice Center, Midtown Community Court, Queens Criminal Court, and Richmond Criminal Court. A prominent orange box contains the instruction: "**To avoid a warrant for your arrest, you must show up to court.** At court, you may plead guilty or not guilty. Please see back for exceptions for Public Consumption of Alcohol and Public Intoxication offenses." This is followed by a list of court locations with their addresses. Another orange box states "You are Charged as Follows:" and includes fields for Title of Offense, Time 24 Hour (Adm. No.), Date of Offense (mm/dd/yy), County, and Place of Occurrence. A section for "For Additional Information and Questions:" provides a website (www.nycsummons.nyc) and a phone number (646-760-3010). The bottom section includes a signature line for the defendant, a statement of appearance, and fields for the complainant's name, rank, and signature, along with agency and command codes. A vertical barcode on the left side of the form is labeled with the number 4428323476. The footer reads "DEFENDANT'S COPY".

The original form, CRC-3206 (5/12), is titled "Complaint/Information The People of the State of New York vs.". It contains extensive fields for personal information: Name (Last, First, MI), Street Address, Apt. No., City, State, Zip Code, ID/License Number, State, Type/Class, Expires (mm/dd/yy), Sex, Date of Birth (mm/dd/yy), Ht, Wt, Eyes, Hair, Place/Reg, Reg State, Expires (mm/dd/yy), Plan Type, Veh Type, Make, Year, Color. A section titled "The Person Described Above is Charged as Follows:" includes fields for Time 24 Hour (Adm. No.), Date of Offense (mm/dd/yy), County, Place of Occurrence, and a table for "In Violation of Section" with checkboxes for Subsection, VTL, Admin Code, Penal Law, Park Rules, and Other. Below this is a list of court locations with their addresses. The form also includes a signature line for the complainant, a statement of appearance, and fields for the complainant's name, rank, and signature, along with agency and command codes. The footer reads "DEFENDANT'S COPY".

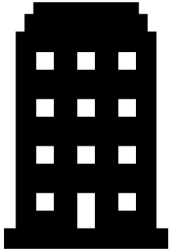
<http://www.ideas42.org/wp-content/uploads/2018/03/Using-Behavioral-Science-to-Improve-Criminal-Justice-Outcomes.pdf>

What made these projects successful?

1. **A clear objective with specific scope:** this can be set by the project manager in conjunction with team members
2. **Manager-level support and resources:** managers should ensure that there is sufficient budget, and that team members have the tools and backing to pursue the project
3. **Knowledgeable team members:** your team should understand the problem, as well as how to implement the correct algorithms to identify solutions
4. **A consistent flow of accurate data:** without data, none of this would be possible!

What types of data could you use?

- What data do you currently have access to?



Internal



Publicly available



Social media

One of the most powerful aspects of data analysis is in combining disparate data sources to find new patterns and insights!

Activity: brainstorm ideas!

- Turn to your participant guide to the **Project brainstorm** page to identify 3- 5 ideas that would improve processes on your team or in the Air Force
- Write each on a separate Post It note (the questions and ideas should be related to the strategies discussed)
- Then, discuss your ideas with the class, and write them down in the appropriate quadrant based on feasibility and impact

Activity time: 15 - 20 minutes

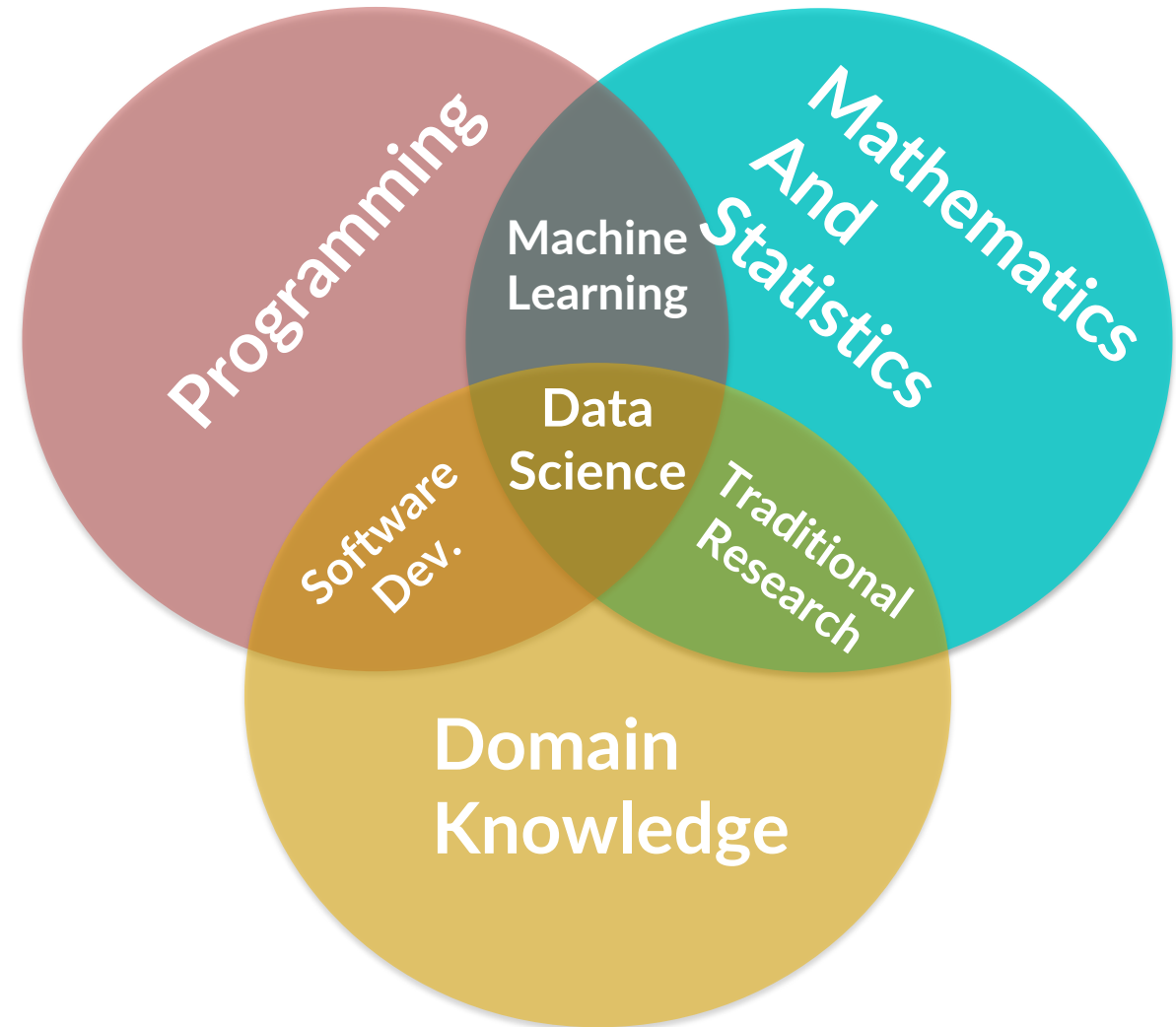


Outline for today

1. Data driven benefits
2. Overview of data science methods
3. Data visualization and storytelling
4. Data ethics frameworks
5. Open data sources

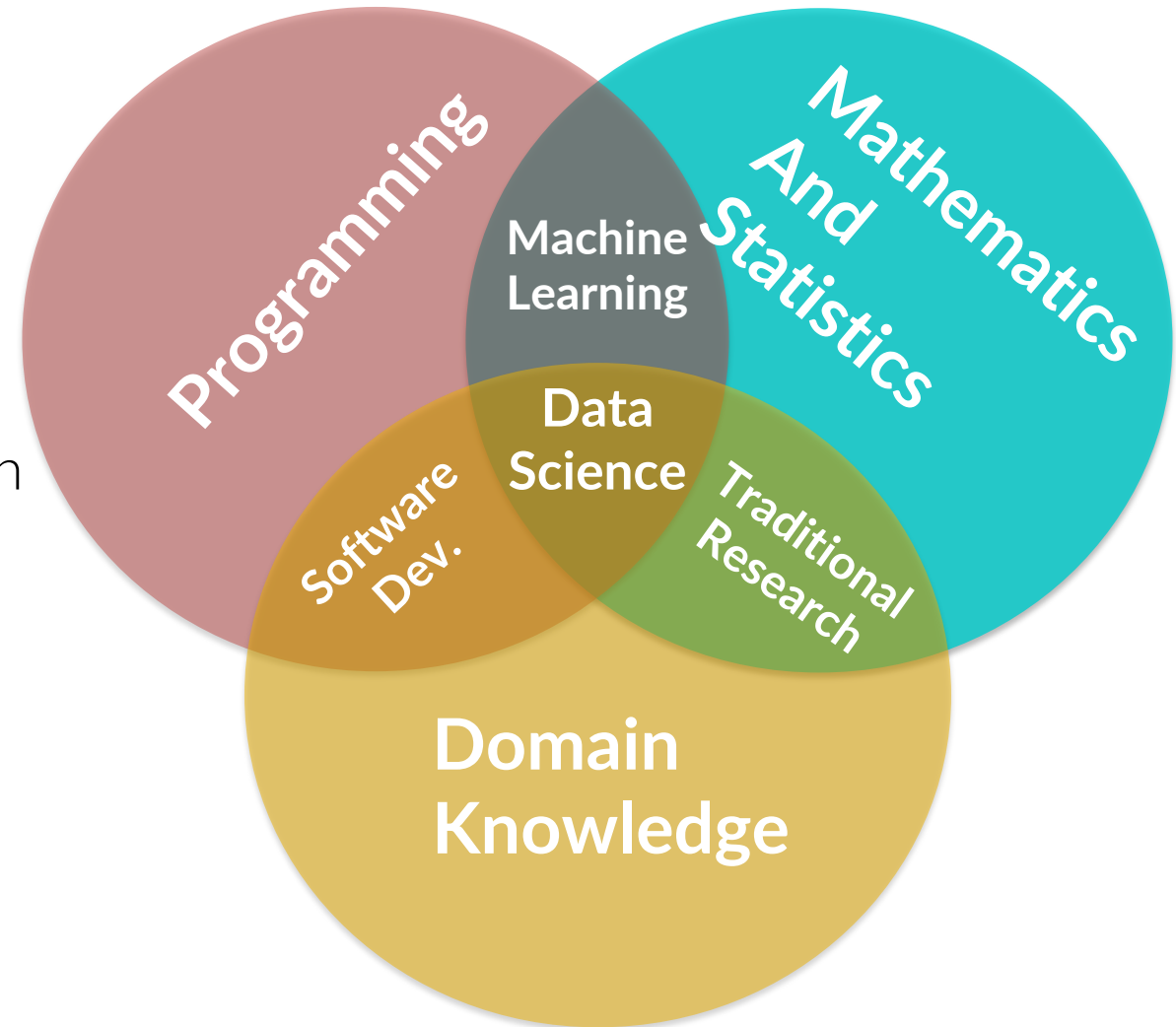
What is data science?

- Data science **applies the scientific method to analyzing data**
- It lies at the intersection of several disciplines
- It draws on domain specific knowledge that makes the analysis of Big Data possible



Data science for managers

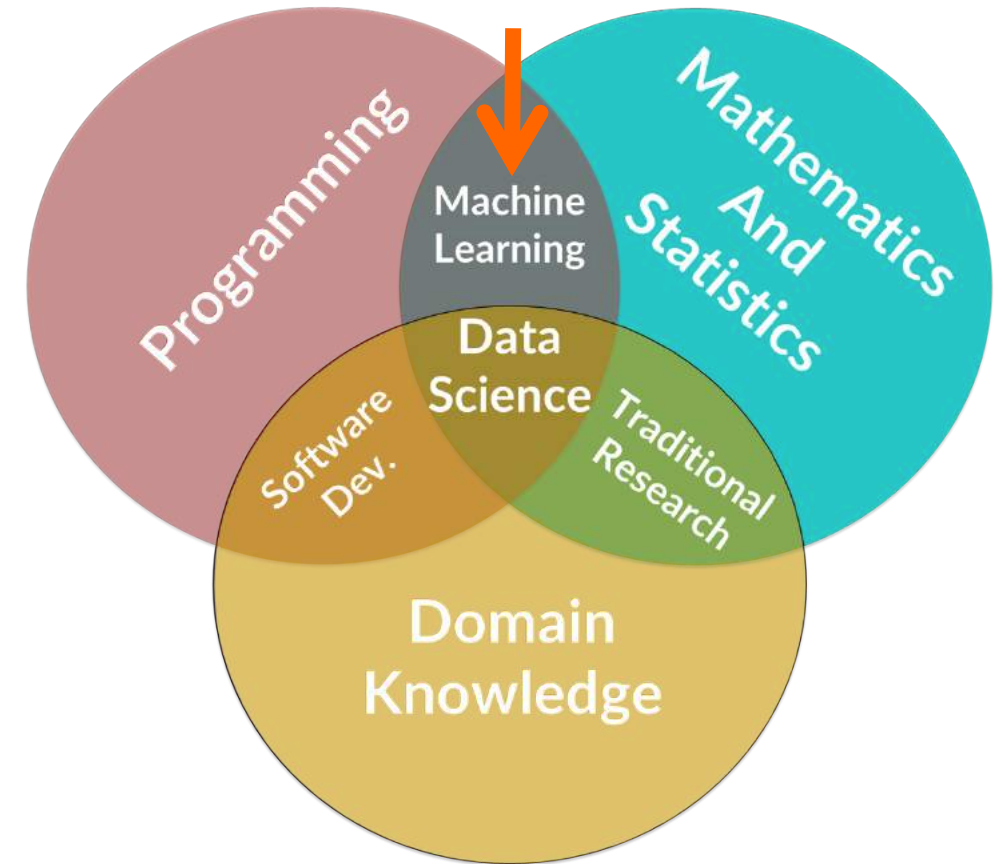
- Data science is **principles, not algorithms!**
- **Domain knowledge** is essential to knowing what to look for when working with data
- **Correct interpretation** is the difference between good data science and using English treasure discoveries to predict stock prices
- Managers have to understand the fundamental principles well enough to **envision and appreciate data science opportunities**



Setting the record straight on buzzwords

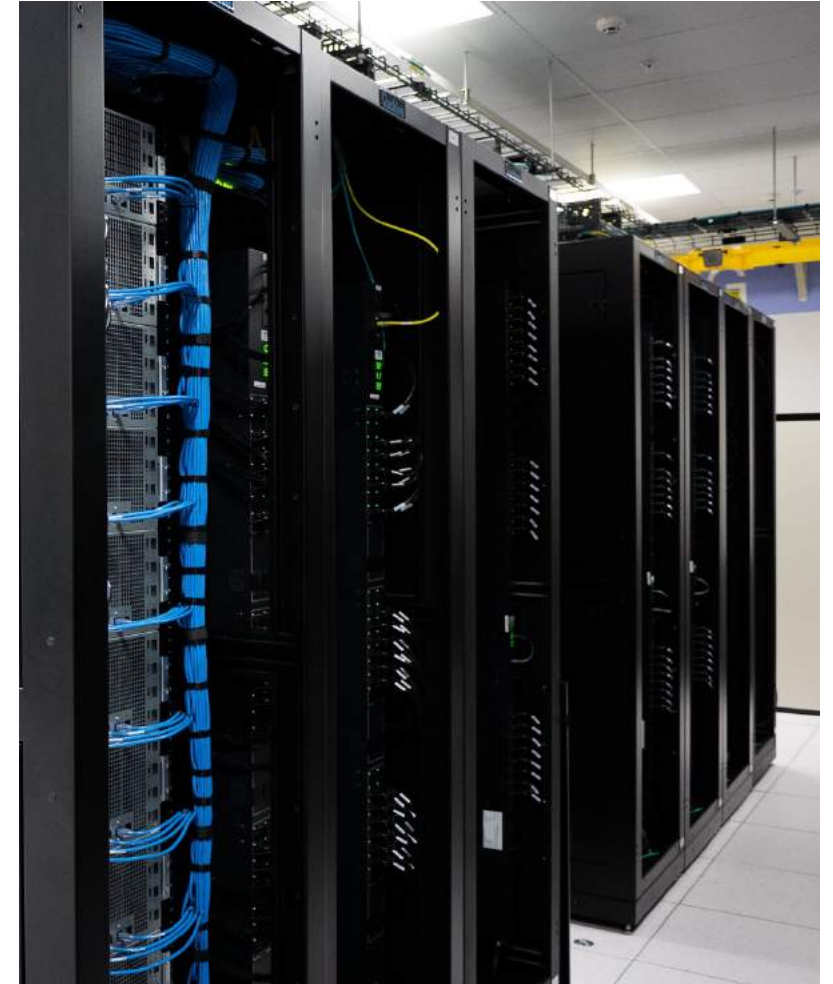
- Machine learning
- Artificial intelligence
- Statistical learning
- Neural Networks
- Deep Learning

Computers recognizing patterns to help make more accurate forecasts, and help make decisions with better results



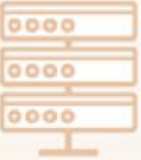





What is “Big Data”?

- Big data refers to a large volume of structured, semi-structured, and unstructured data that can be mined for information and used in machine learning projects and other analytics applications
- Typically, the size of big data is described in terabytes, petabytes, even exabytes!
- “Big data” *is not* analytics – you can’t “do” big data, but you can use it for data analytics



The six Vs of big data

- Big data can be defined by the following characteristics:

VOLUME	VARIETY	VELOCITY	VERACITY	VALUE	VARIABILITY
The amount of data from myriad sources.	The types of data: structured, semi-structured, unstructured.	The speed at which big data is generated.	The degree to which big data can be trusted.	The business value of the data collected.	The ways in which the big data can be used and formatted.
					

You may be familiar with the “3 Vs”, which were identified first. Later on, more characteristics were added

<https://searchdatamanagement.techtarget.com/definition/big-data>

What data science can't do

Machines cannot:

- Understand context
- Think through a problem
- Ask the right questions
- Select the right tools
- Interpret results



But you can program machines to:

- Perform calculations quickly
- Automate repetitive tasks
- Follow pre-defined rules
- Visualize data

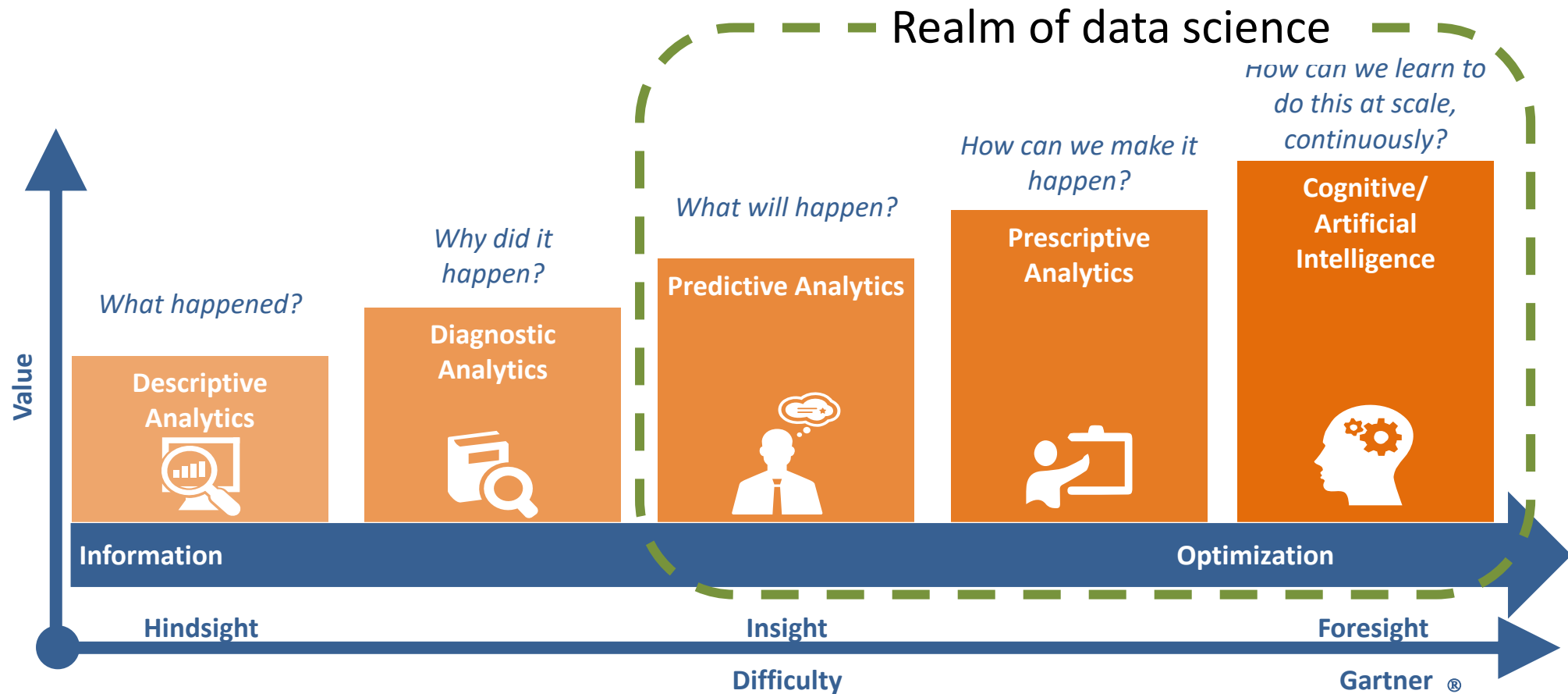


Data science tools are only useful when you have people who can use them effectively



Stages of data analytics

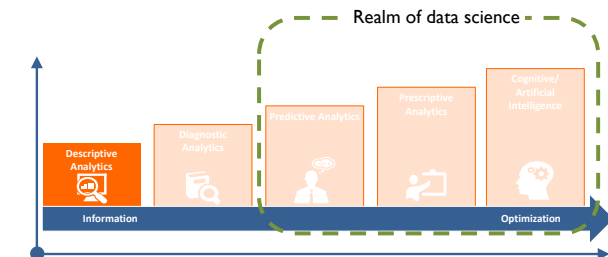
- It takes a coordinated information governance and analytic maturity for organizations to move up the maturity scale



Stages of data analytics: descriptive

Descriptive analytics

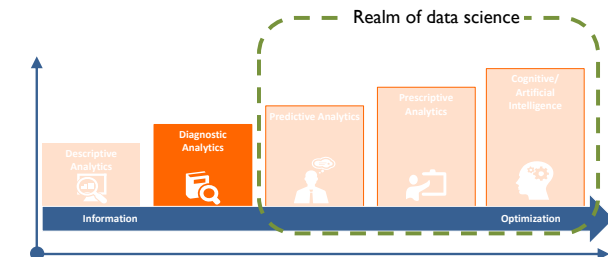
What questions does it answer?	<i>What has happened in the past?</i>
How valuable is it?	<i>Provides some value, but doesn't provide causation or prediction</i>
How labor intensive is it?	<i>Easy to deploy, provided that you have the right data</i>
What tools / methodologies does it include?	<i>Data dashboards, some BI tools</i>



Stages of data analytics: diagnostic

Diagnostic analytics

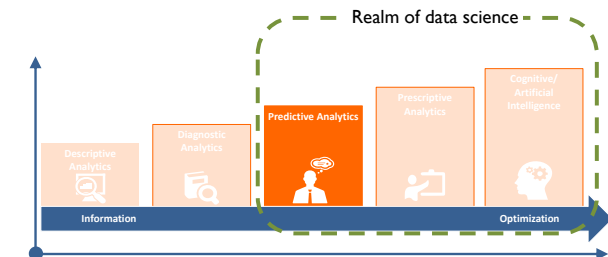
What questions does it answer?	<i>Why did something happen in the past?</i>
How valuable is it?	<i>Provides insights into a particular problem, and can help you identify some root causes for past trends and behaviors</i>
How labor intensive is it?	<i>Requires detailed data, but doesn't have to be overly intensive</i>
What tools / methodologies does it include?	<i>Data dashboards, some BI tools</i>



Stages of data analytics: predictive

Predictive analytics

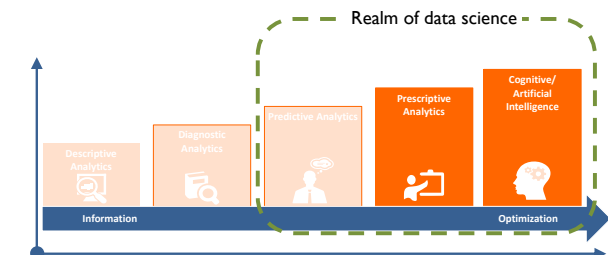
What questions does it answer?	<i>What is likely to happen?</i>
How valuable is it?	<i>Provides trends / behaviors that are likely to happen</i>
How labor intensive is it?	<i>Requires detailed data, and may require a moderate to high level of computer power, depending on the method and the amount of data</i>
What tools / methodologies does it include?	<i>Some BI tools, supervised machine learning (regression / classification)</i>



Stages of data analytics: prescriptive / AI

Prescriptive analytics

What questions does it answer?	<i>What action should I take next?</i>
How valuable is it?	<i>Provides recommendations for future actions</i>
How labor intensive is it?	<i>Requires a lot of detailed data, as well as data from other external sources that will impact the model; very labor intensive</i>
What tools / methodologies does it include?	<i>Supervised machine learning (regression / classification), neural networks and deep learning</i>



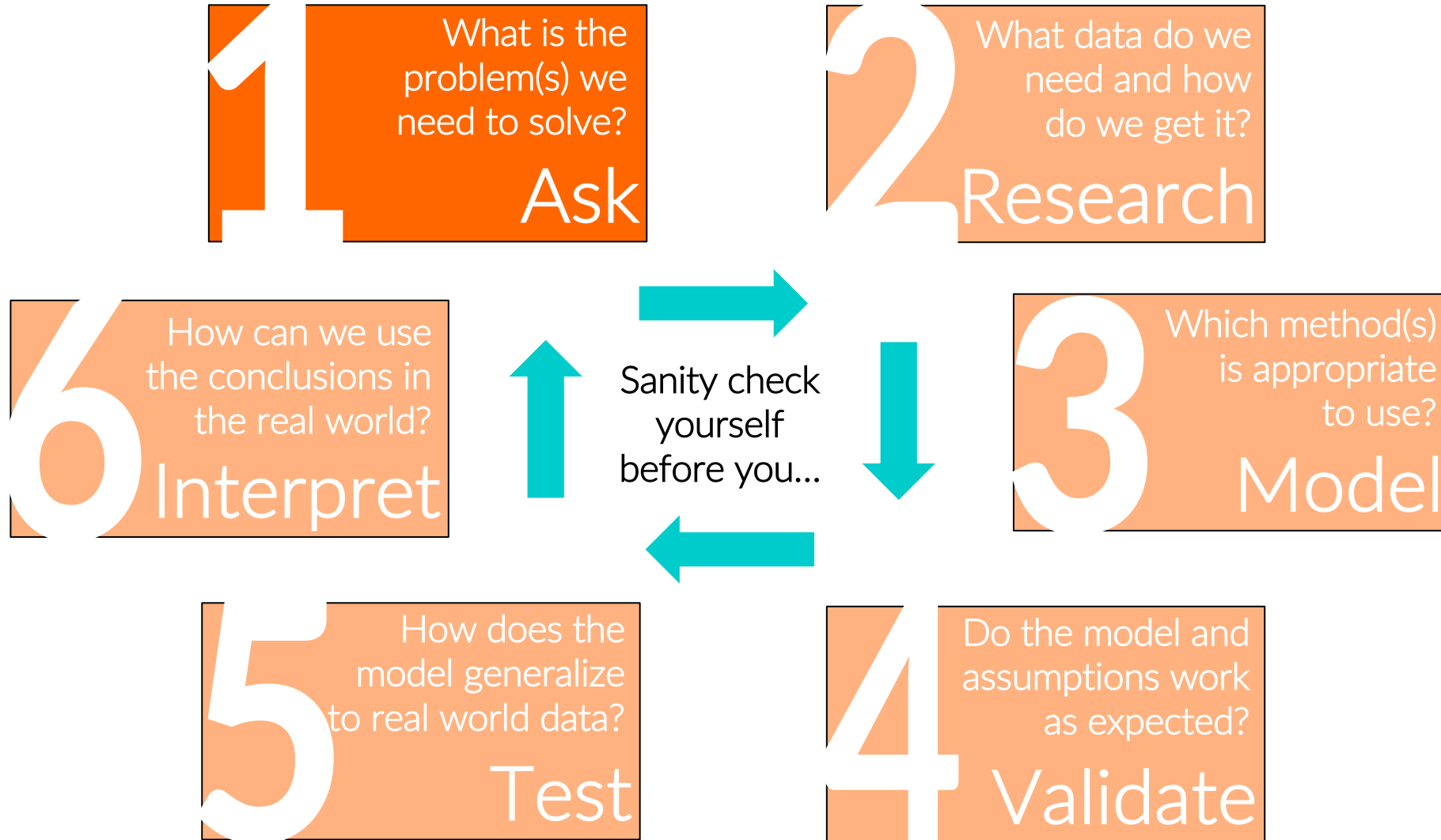
Typical data science process



Typical data science process



Typical data science process

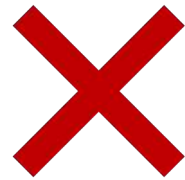


Asking the right question

- As a leader, one of your most important responsibilities is asking the right questions
- Let's review the framework to set you on a path to data success!

1. What do you want to find out?

- What are your main mission objectives, and what outcome do you want in order to consider an analysis successful?
- Be specific!



How can I make my policies more effective?



Which 3 policies have demonstrated the best results and did they have anything in common?

2. What metrics will you use?

- Once you've identified your question, what are the standard metrics you'll use to measure the results?
- For the question we identified in the previous slide, how do we define 'best results'?



We'll use an indicator that shows the most improvement



We'll use the calculated ROI, and the percent difference in desired behaviors from before and after

3. What data and tools will you use?

- Now that you've defined your question and your metrics, you'll need to make sure that you have the appropriate dataset
- The best datasets have individual-level data as opposed to aggregate data



I'm sure we have the data somewhere



We'll use the datasets from the policy reports that can be found in x repository

4. Is your data reliable and high quality?

- Data quality relies on *accuracy, completeness, timeliness, and consistency*
- How has the data been collected, and is there additional documentation?



I'm sure the data is good enough as is



Where can I read about how the data was collected, and the metrics definitions?

5. What data science techniques will you use?

- Now that we have the question, the metrics, and the data, which data science techniques do we want to use (we'll go more into depth in the next section)?
- Typically, you should always perform *exploratory data analysis* beforehand to get an overview of your data



Since I only know one technique, I'll use it for every question



Which techniques are best used to answer the question that we're asking with the data that we have?

6. Who are the stakeholders for this analysis?

- The end users for the analysis will help you decide how to write up the results
- What do the end users need to know from the results and what is their technical background?



I'll put the results in the same report format as I usually do



How can I best convey the results that matter most to my end users?

7. How should you visualize your results?

- Your visualizations need to be accurate, clear, and convey the importance of your results
- Make sure that you're conveying the data accurately, *not the results that the stakeholders are hoping to see*



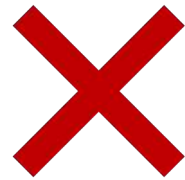
I'll put the results in the same visualization format as I usually do



How can I best visualize the results that matter most to my end users?

8. Bonus: is your staff data driven?

- Lead by example – if your colleagues / staff is not data driven, show them how you are using metrics to improve efficiency
- We will go over some ways to develop a data driven culture later in this workshop



I'll use data occasionally and sporadically



By consistently using data to drive decisions, we are improving our operations

Sum up

- Even though you might not be executing all the steps, it's important that you map out the process with your team to streamline the analysis:
 1. What do you want to find out? *Specific and measurable*
 2. What metrics will you use?
 3. What data and tools will you use?
 4. Is your data reliable and high quality?
 5. What data science techniques will you use?
 6. Who are the stakeholders for this analysis?
 7. How should you visualize your results?
 8. Bonus: is your staff data driven?



Activity: re-form your questions!

- Turn to your participant guide to the **Project brainstorm** page to identify 3- 5 ideas for leveraging data in your workplace
- Write each on a separate Post It note (the questions and ideas should be related to the strategies discussed)
- Then, discuss your ideas with your group, and write them down in the appropriate quadrant based on feasibility and impact

Activity time: 15 - 20 minutes



Outline for today

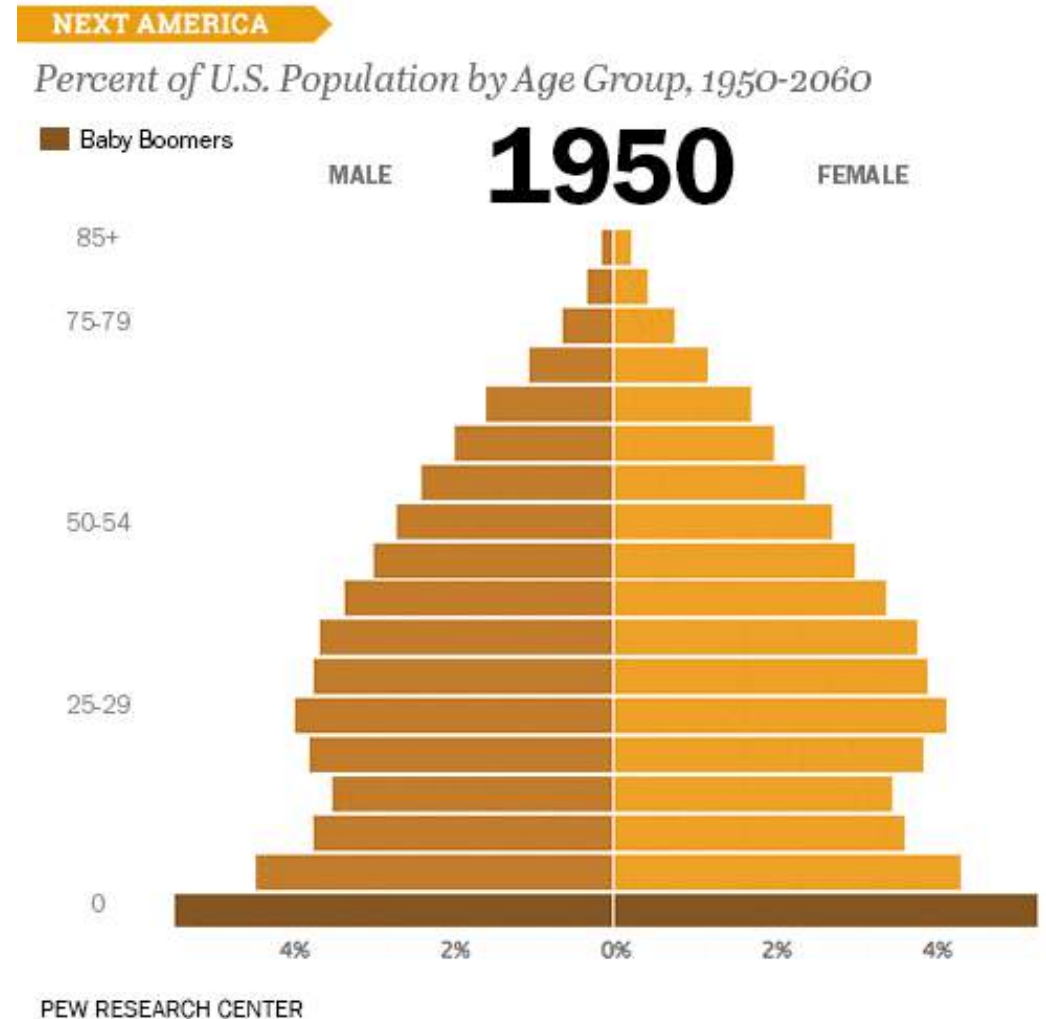
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Visualization topics

1. Tools
2. Common graphs and charts
3. Design principles
4. Presentation and storytelling

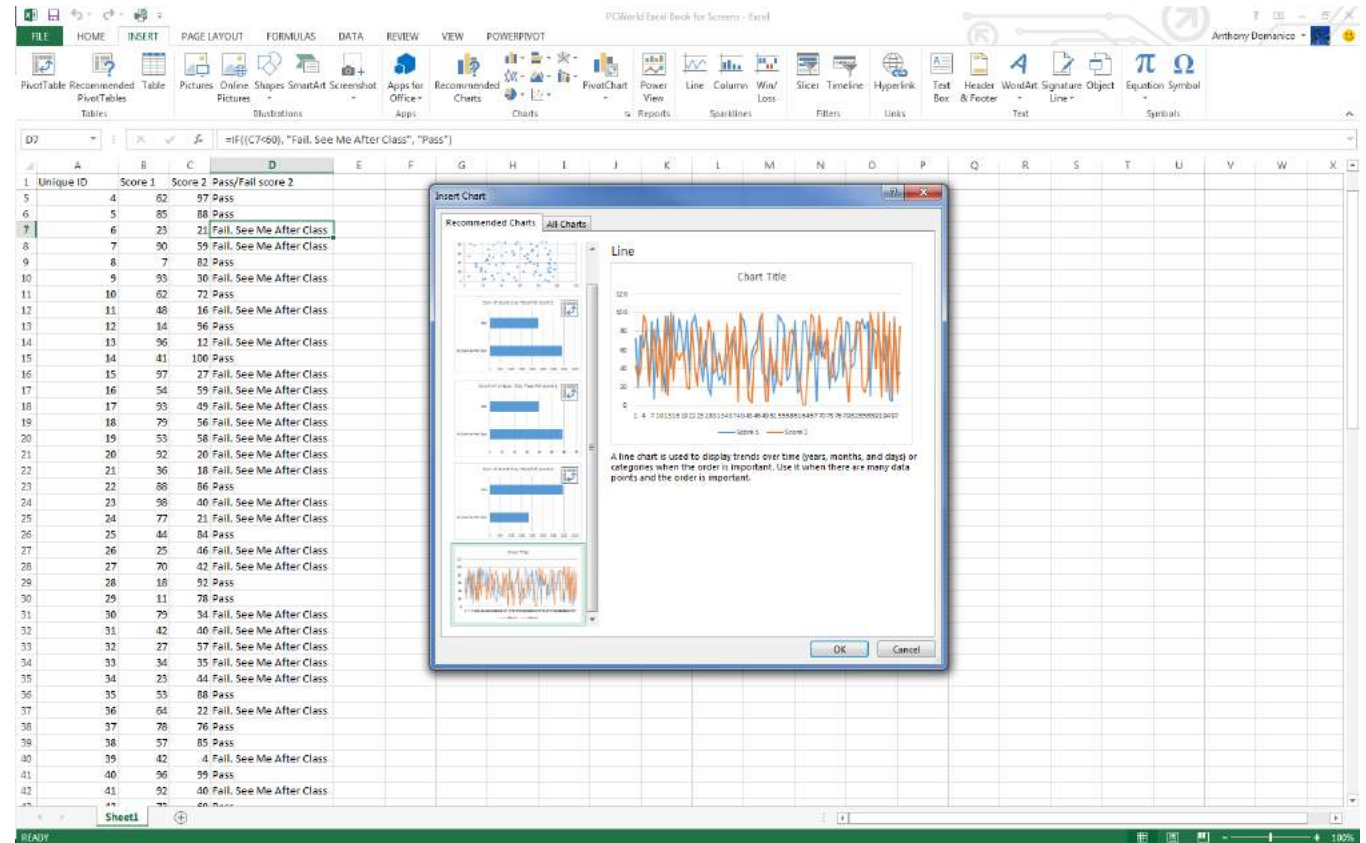
Why visualize?

- To provide valuable insights, visualizations must be **interpretable** and **relevant**
- To give a visual or graphical representation of data / concepts
- To communicate ideas - our culture is visual and visualizations are basically visual communication
- Provide an accessible way to see and understand trends, outliers, and patterns in data
- Confirm a hypothesis about the data



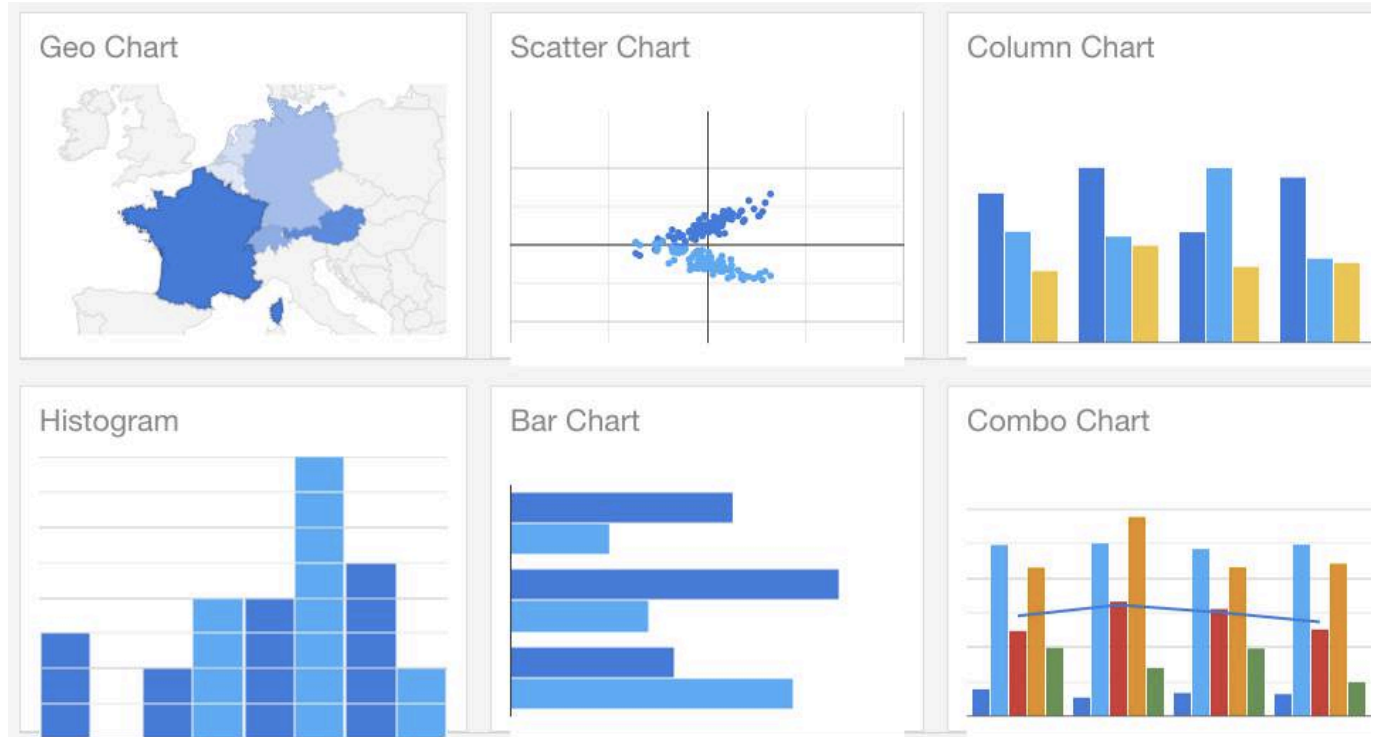
Microsoft Excel

- Create basic chart types such as pie, line, bar, scatter and more
- Charts created in Excel can easily be ported to PowerPoint and Word



Google Charts

- Free and open source which includes a rich gallery, fully customizable, controls and dashboards, and HTML5
- Has more options than Excel; create interactive, animated and geospatial graphics



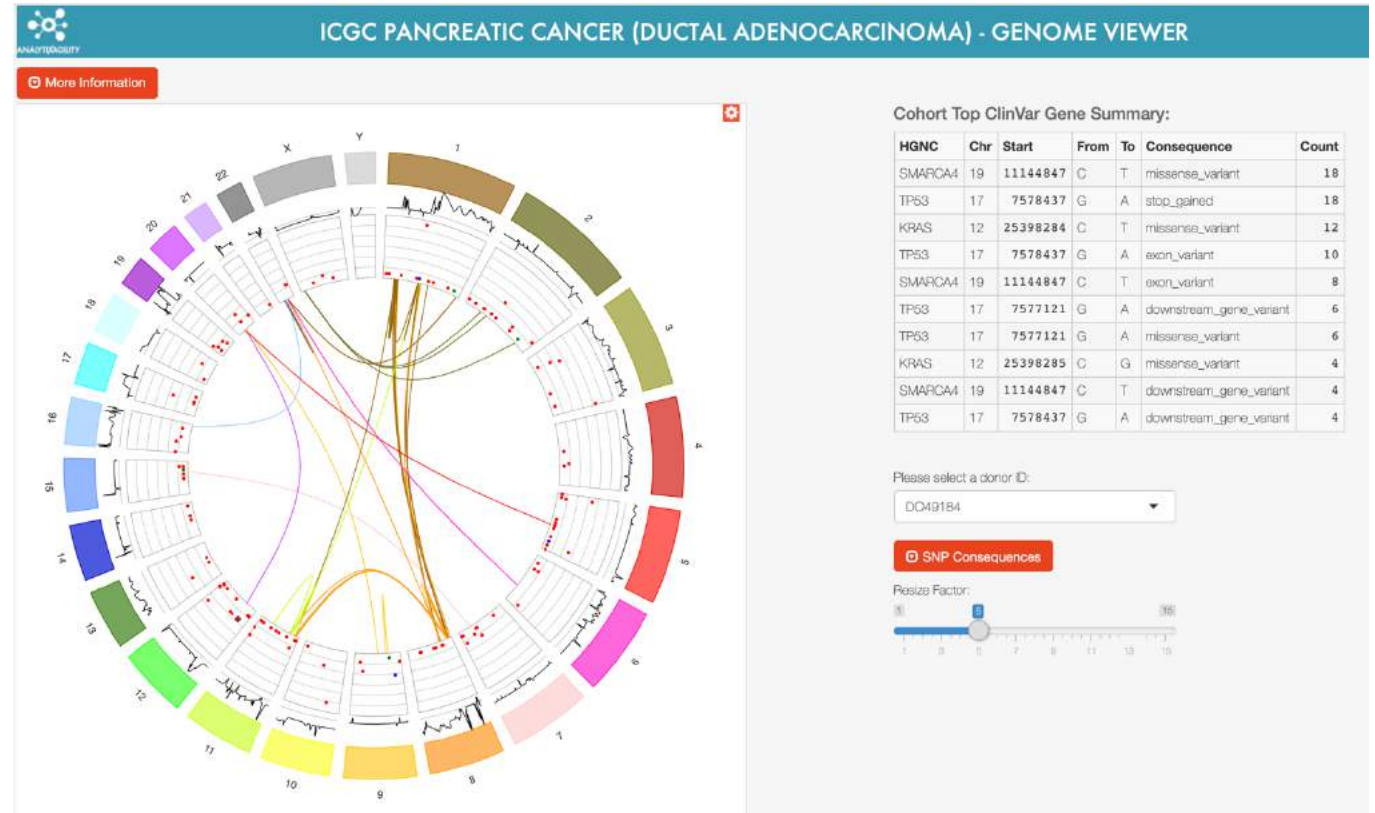
Tableau

- Tool for creating powerful and insightful visuals
- No programming required; drag and drop
- Share and collaborate on premise or in the cloud. Platform can be used department or organization wide



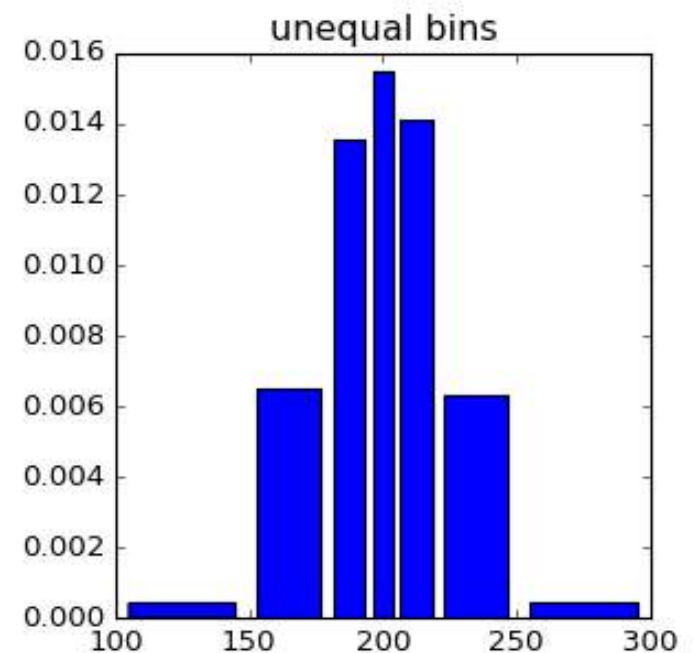
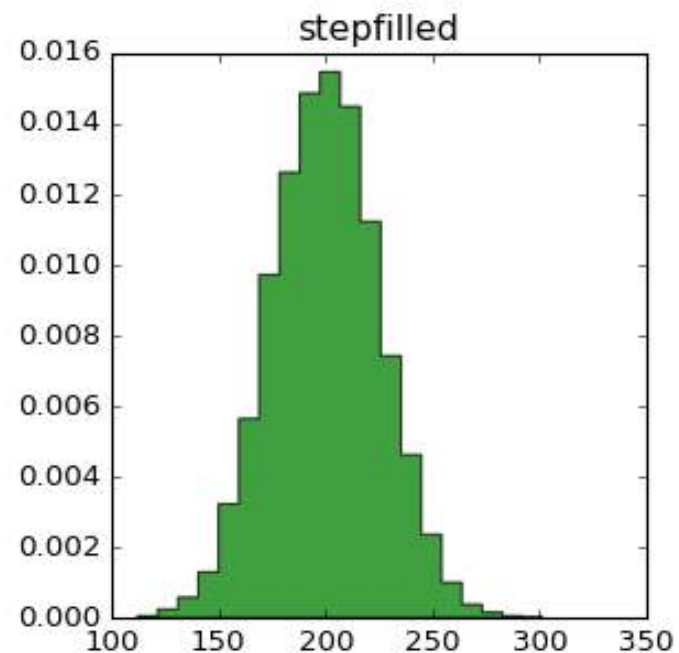
R and RStudio

- Programming tool
- Mainly used for statistical analysis, but has sophisticated packages (code contributed by users) to create interactive dashboards as well
- Open source and free



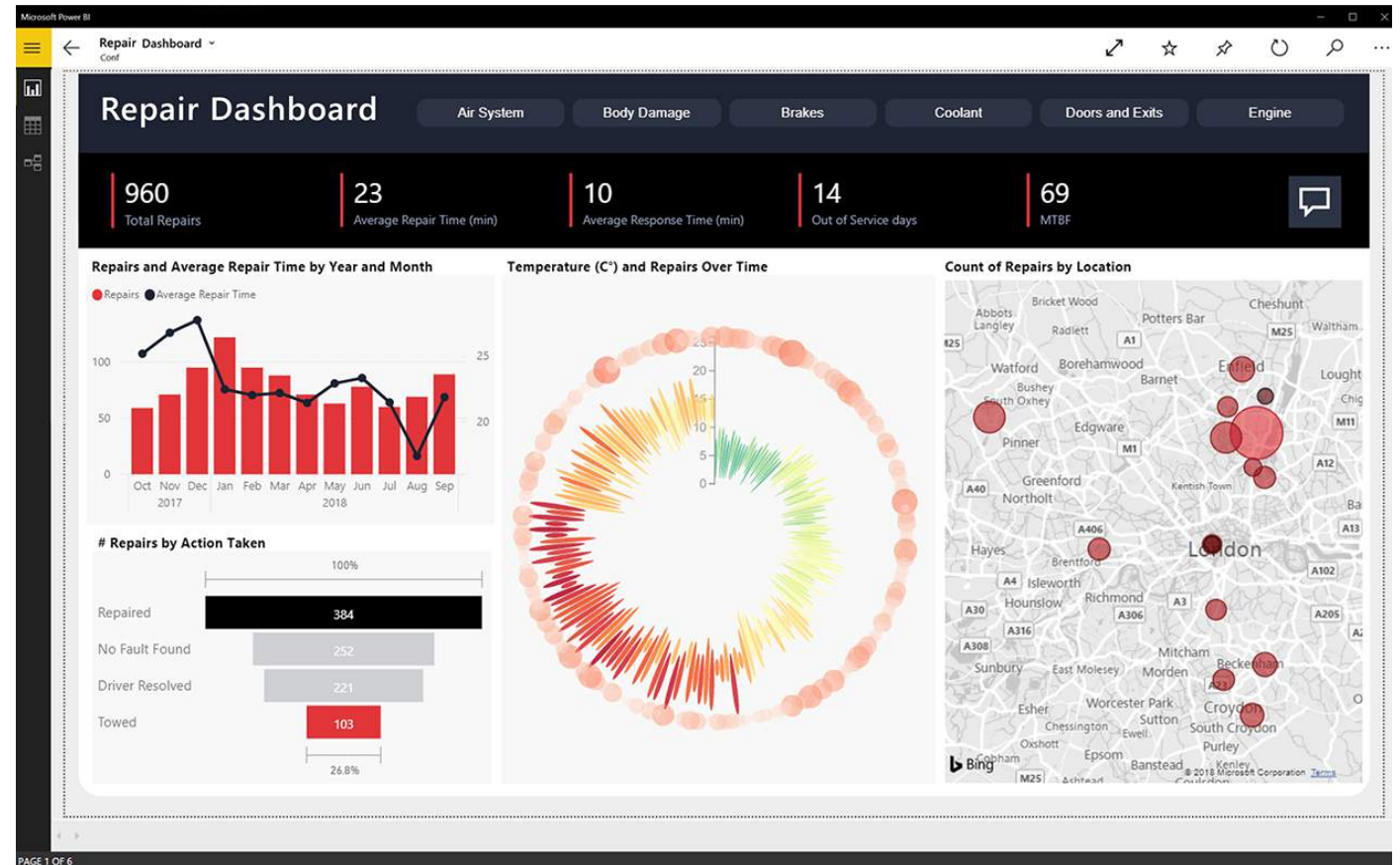
Python

- Programming tool
- Python packages- you'll find libraries for practically every data visualization need
- Matplotlib, ggplot, bokeh, pygal, geoplotlib are examples
- Free and open source



Power BI

- Interactive visualizations and business intelligence capabilities
- Simple interface
- Create and dashboards

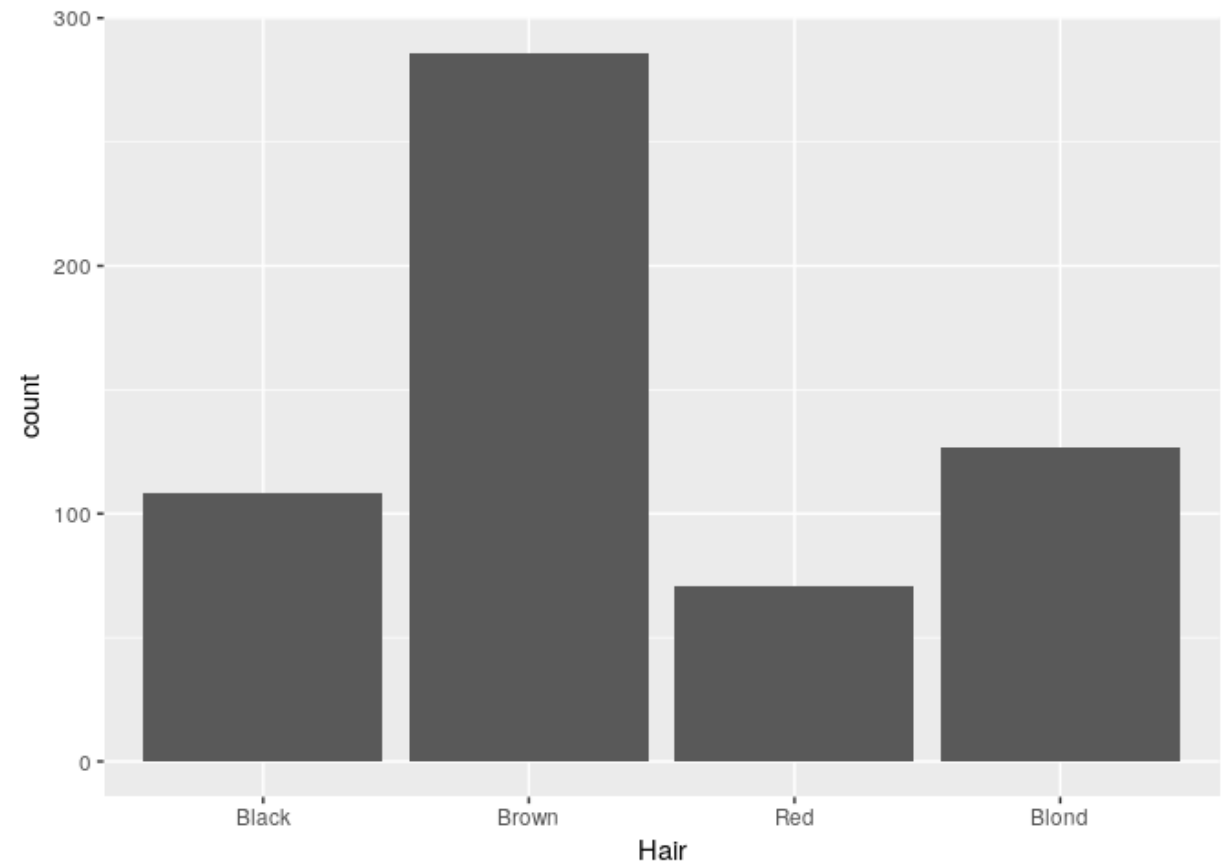


Visualization topics

1. Tools
2. Common graphs and charts
3. Design principles
4. Presentation and storytelling

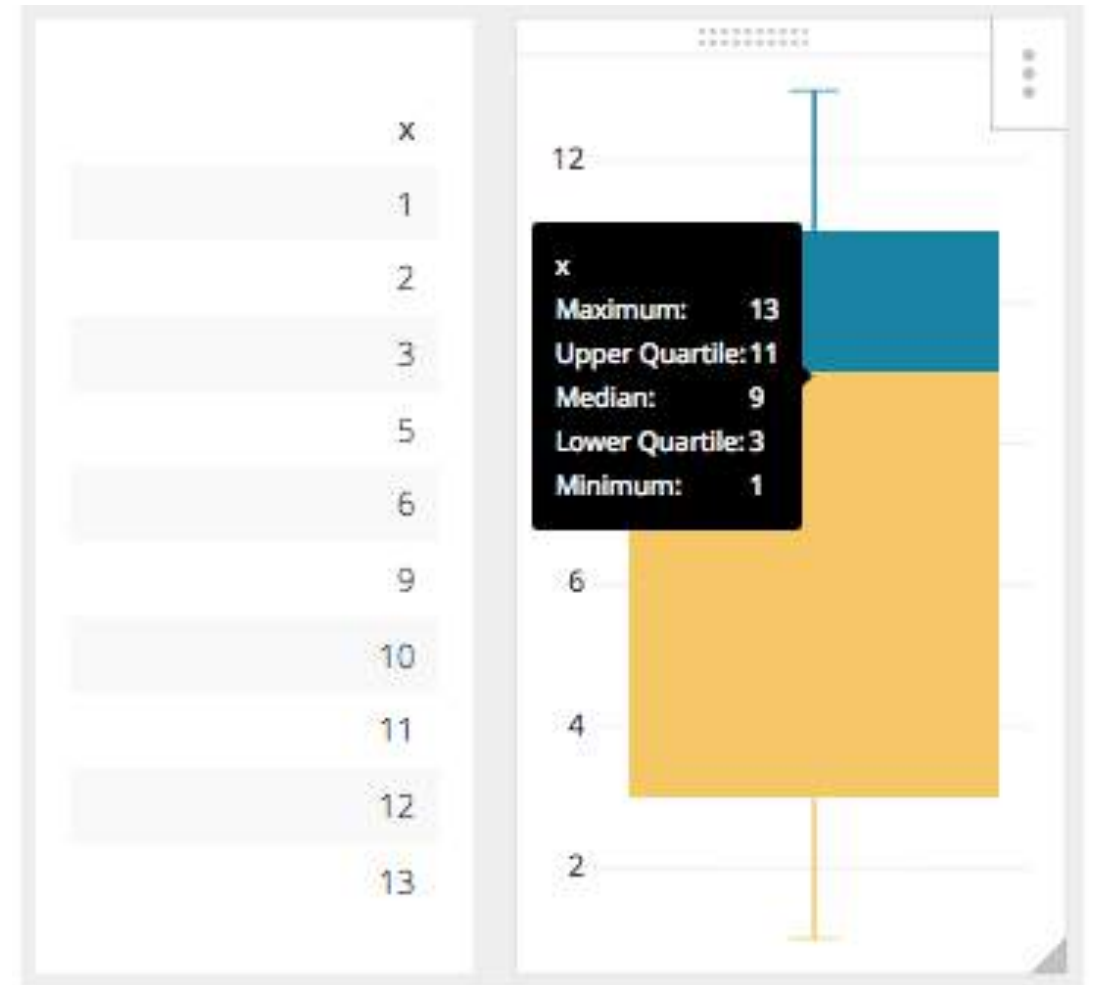
Which visualization should you use?

- Insight - comparisons and proportions
 - Chart types include vertical bar, column bar, horizontal bar, pie, bullet charts, stacked bar, and tree maps
 - Categorical data (i.e. non-numeric or qualitative data)



Which visualization should you use?

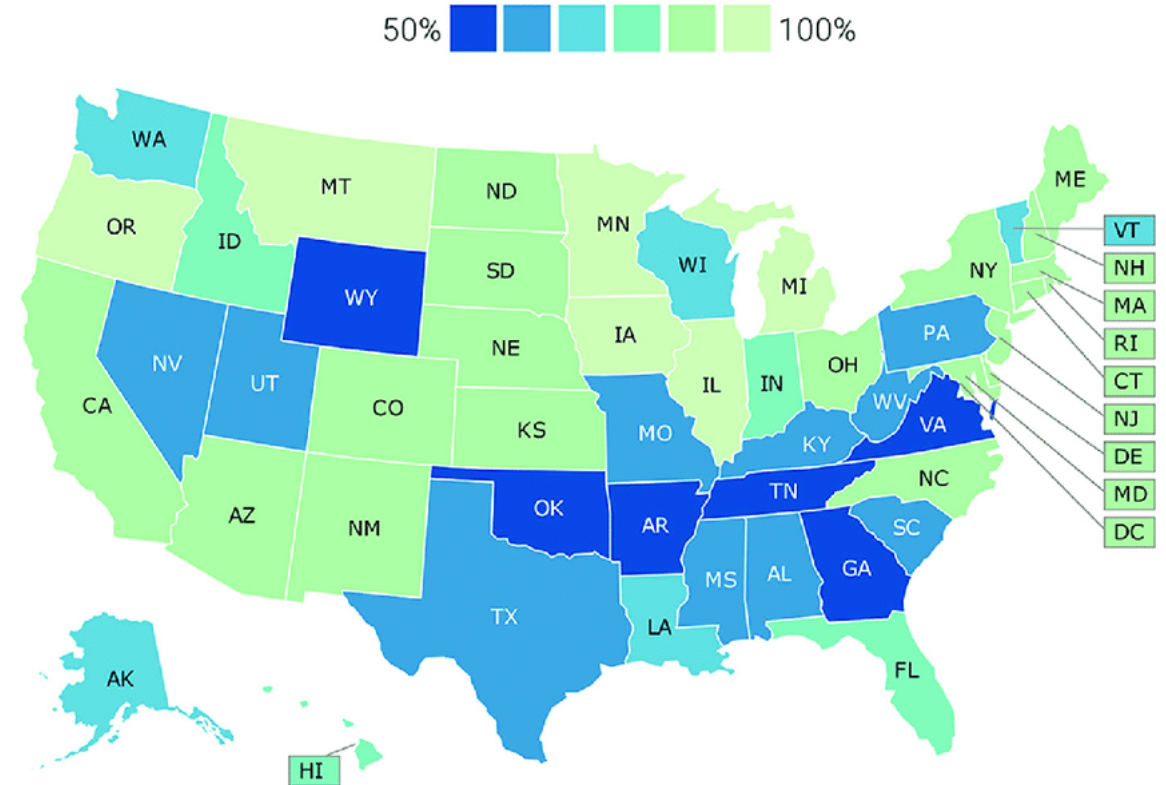
- Insight - distributions, proportions, frequencies
 - Chart types include histogram, density, and box plots
 - Univariate data (one numeric variable)



Which visualization should you use?

- Insight - locations, comparisons, trends
 - Chart types include choropleth filled map, point map, connection map, and isopleth map
 - Geospatial data (specific locations)

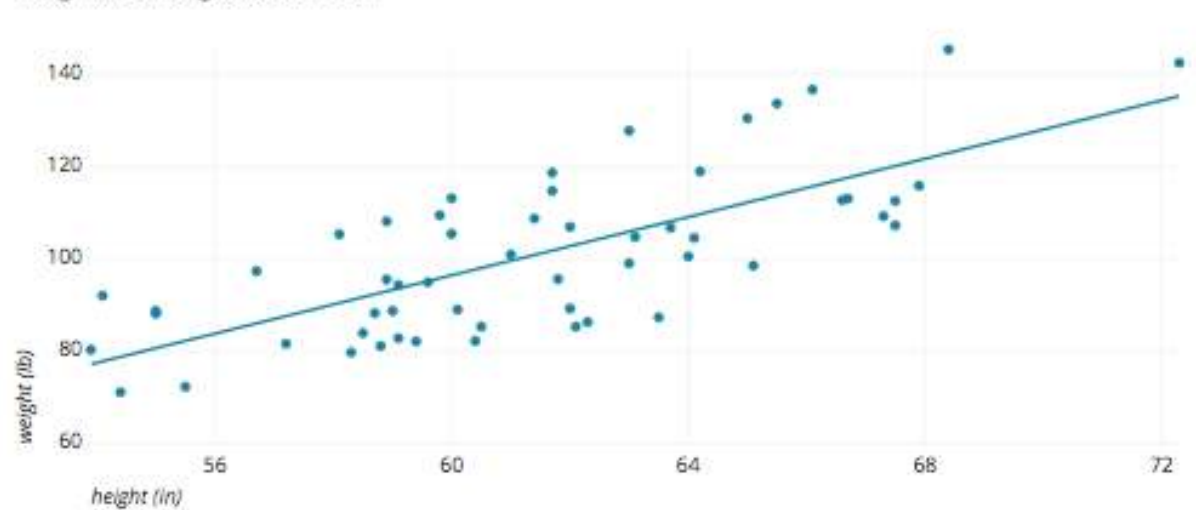
Smoke-free air law coverage by state (2017)



Which visualization should you use?

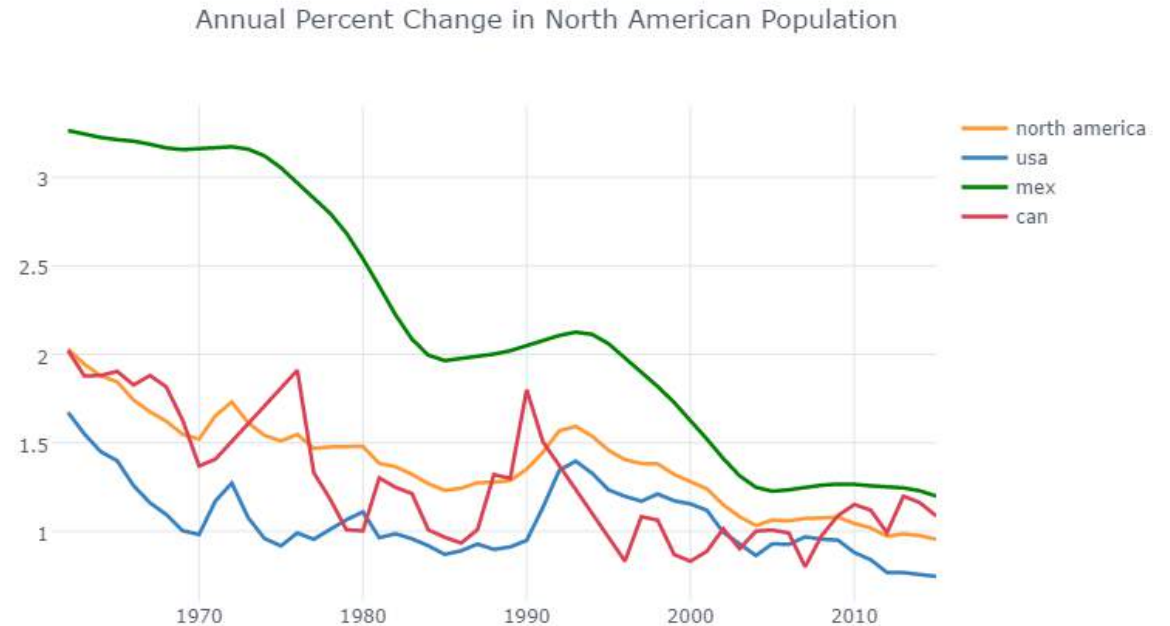
- Insight – relationships, correlation, proportions, and frequencies
 - Chart types include scatterplot, bubble, parallel, radar, bullet, and heat
 - Two or more numeric variables (i.e. weight, height, and diabetes)

Weight and Height of Children



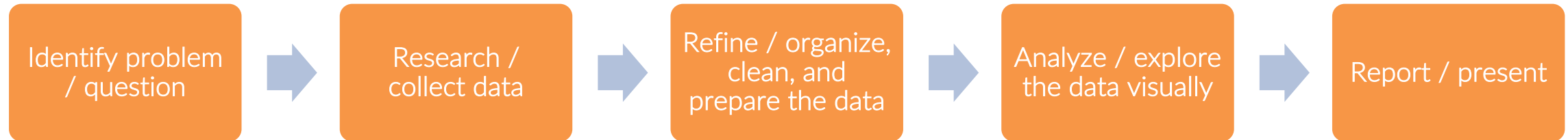
Which visualization should you use?

- Insight - trends, comparisons and cycles
 - Chart types include line, area, bubble, and vertical bar charts
 - Years, months, days, hours, etc.



Data visualization prep and analysis

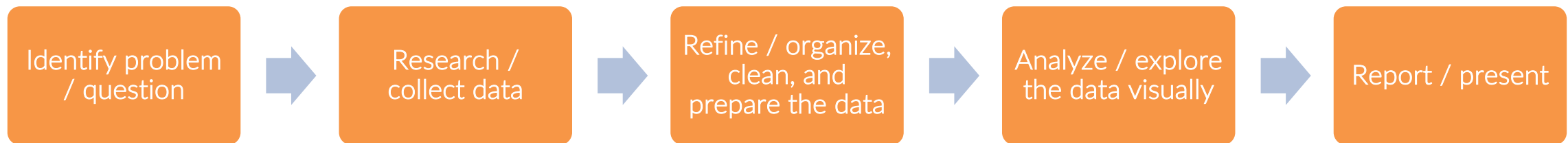
- Before you can start analysis and making visualizations, you should start with a clear problem statement
- Once you have a clear problem statement, you can follow the process below for data analysis and prep, and then explore data visually



Data visualization prep and analysis

Discuss: Think back to your ideas on the sticky notes earlier.
Focus on the one that is most feasible

1. What other questions would you need to answer?
2. What data do you think you would need to get started?
3. What visualizations and tools do you think you would use?

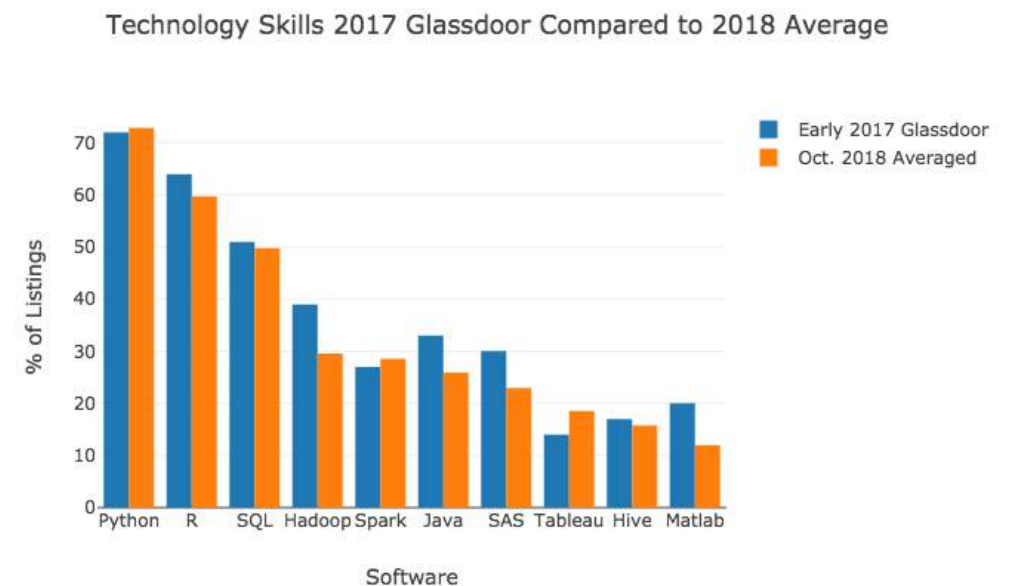
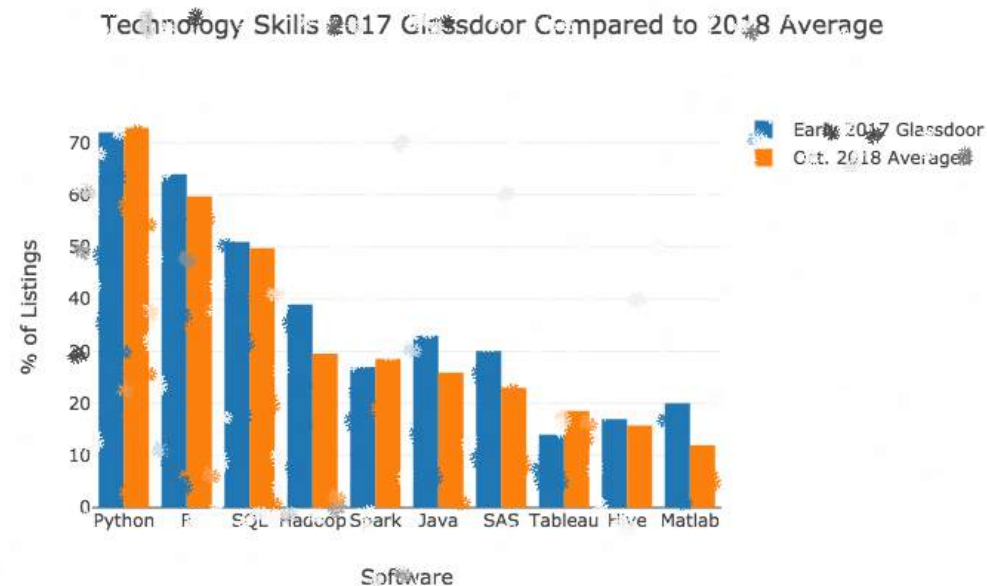


Visualization topics

1. Tools
2. Common graphs and charts
3. Design principles
4. Presentation and storytelling

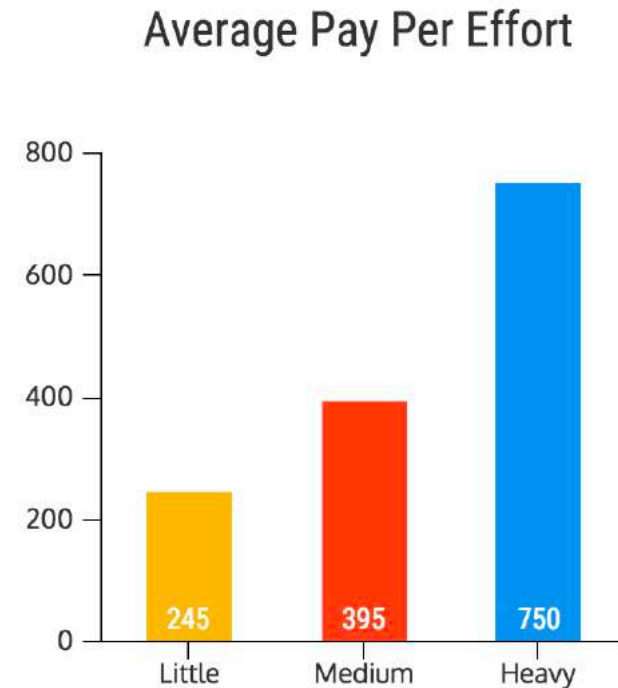
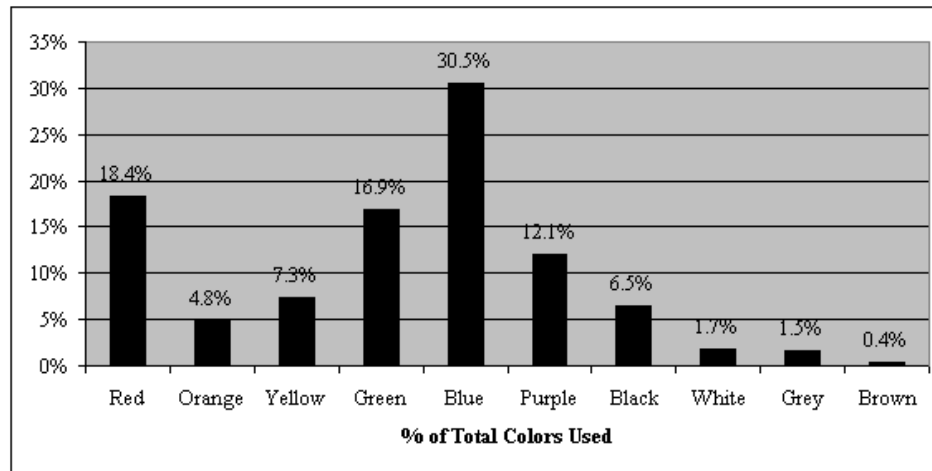
10 design principles

- Chart format - the resolution and file type should be appropriate for where it will be displayed



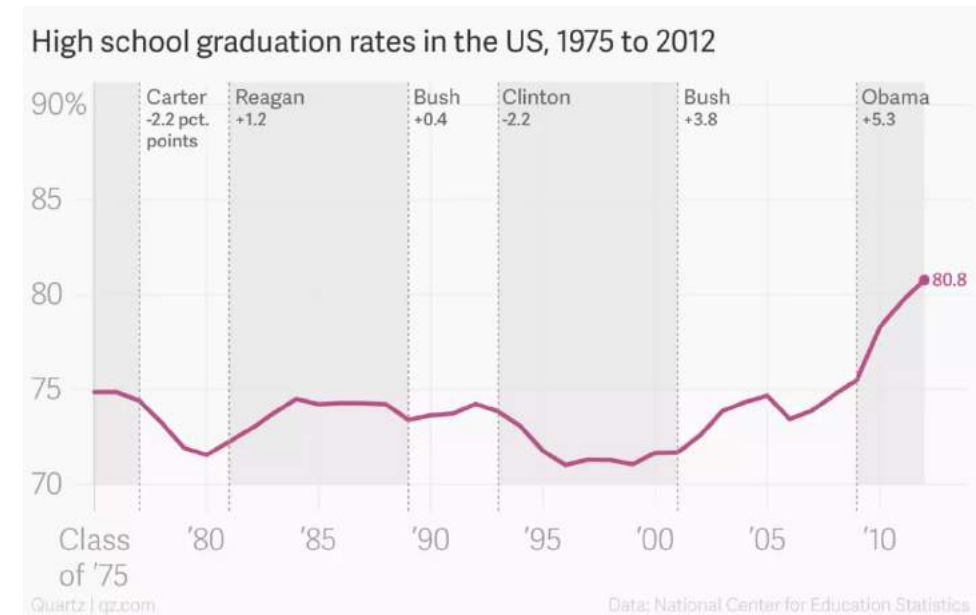
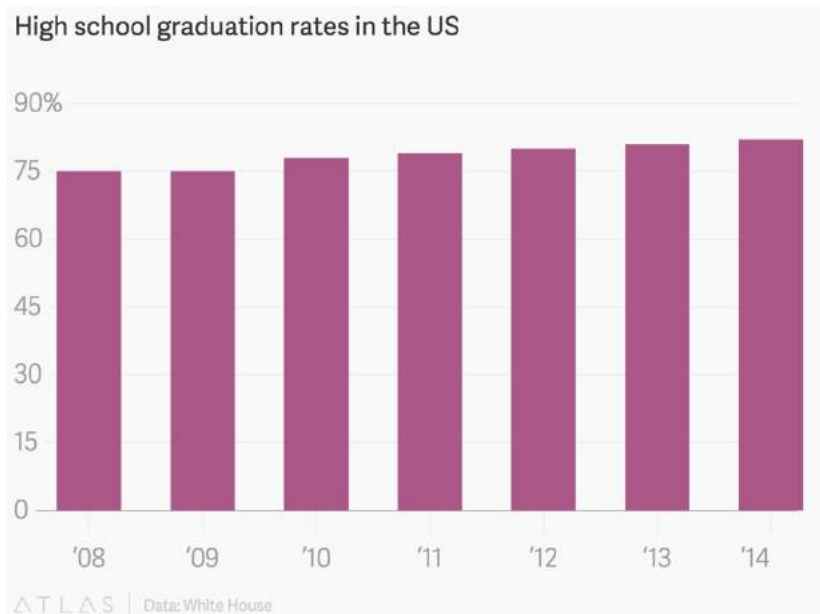
10 design principles

- Color - use color only when it related to differences in the data. Ensure high contrast values to be mindful of color-blindness and other visual sensitivities



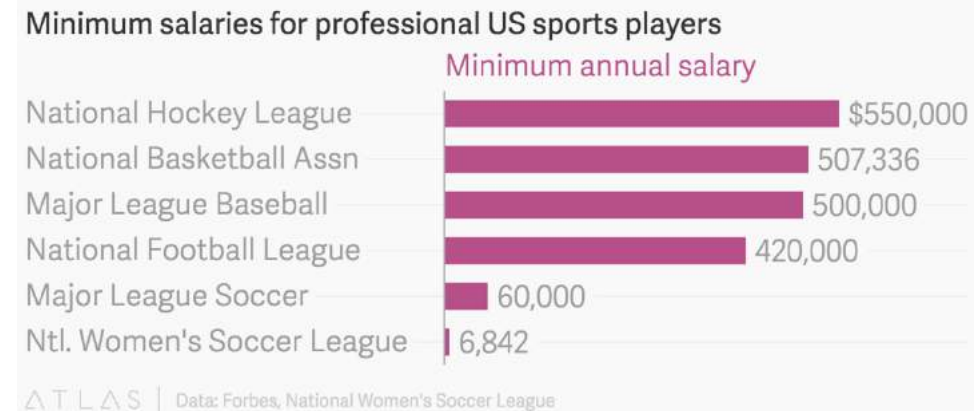
10 design principles

- Text and tables - descriptions can guide your readers, and communicate key insights. Use legends when necessary, make sure to label axes and include a heading



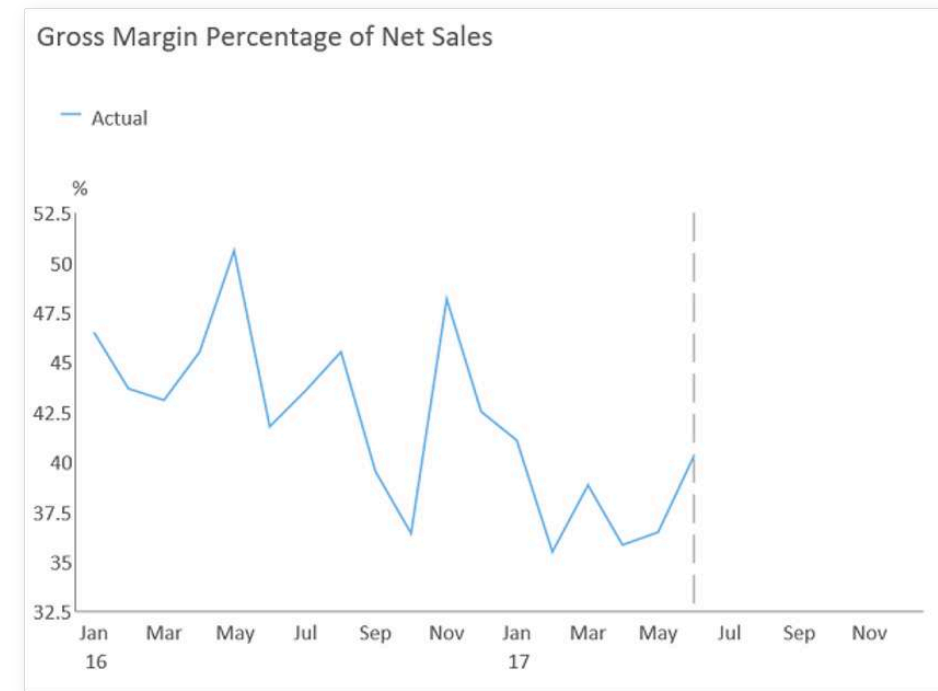
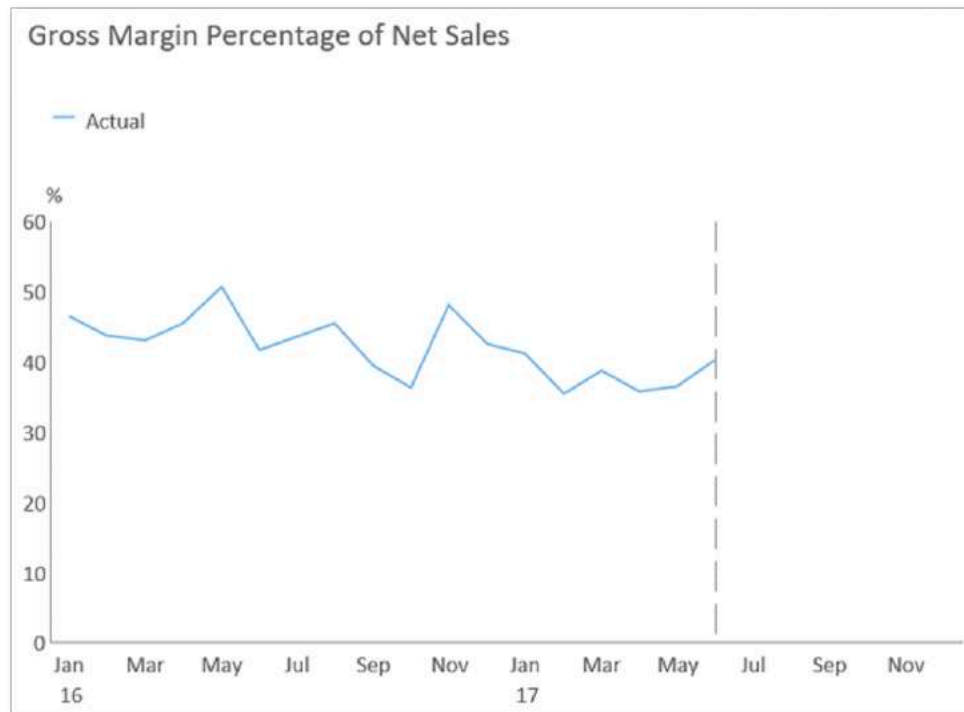
10 design principles

- Readability - ensure everything on your chart is readable



10 design principles

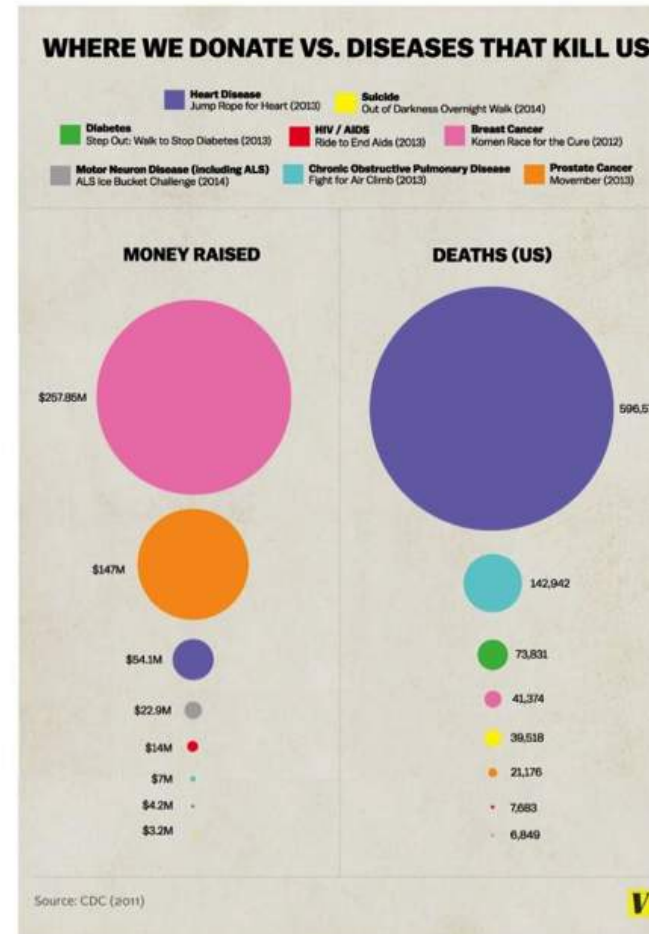
- Scales - use natural increments on your axes (1, 2, 3; 0, 100, 200, 300); make sure that the scales are proportionate and intuitive



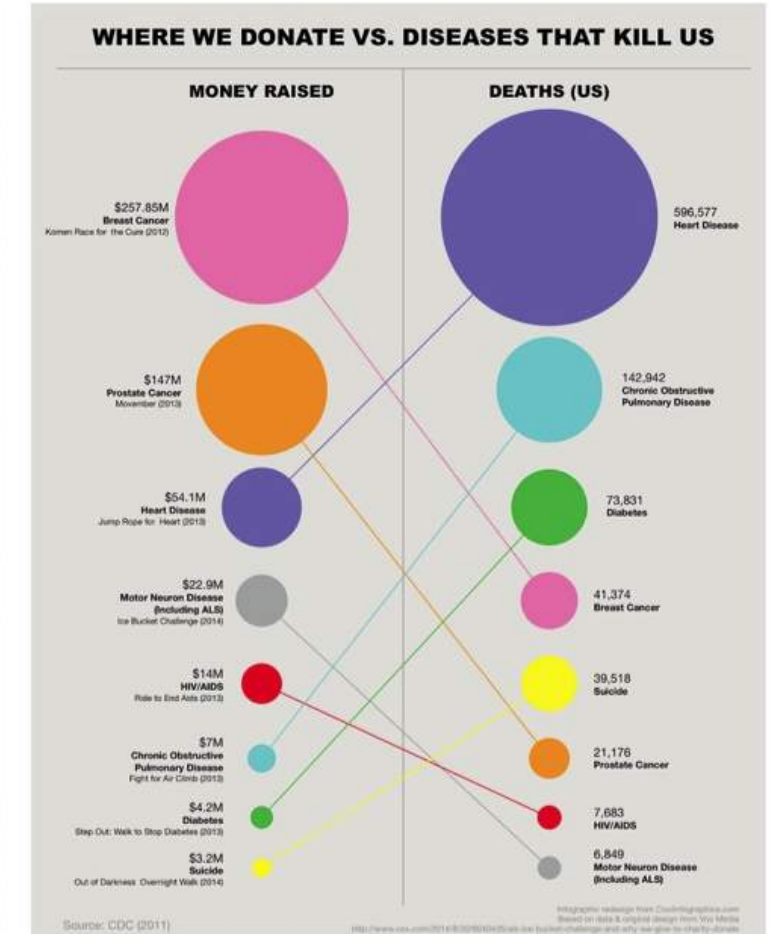
10 design principles

- Data integrity - keep the lie factor equal to 1
- Visualization expert, Edward Tufte, states: "The representation of numbers, as physically measured on the surface of the graphic itself, should be directly proportional to the quantities represented."

Original Design



Corrected Design

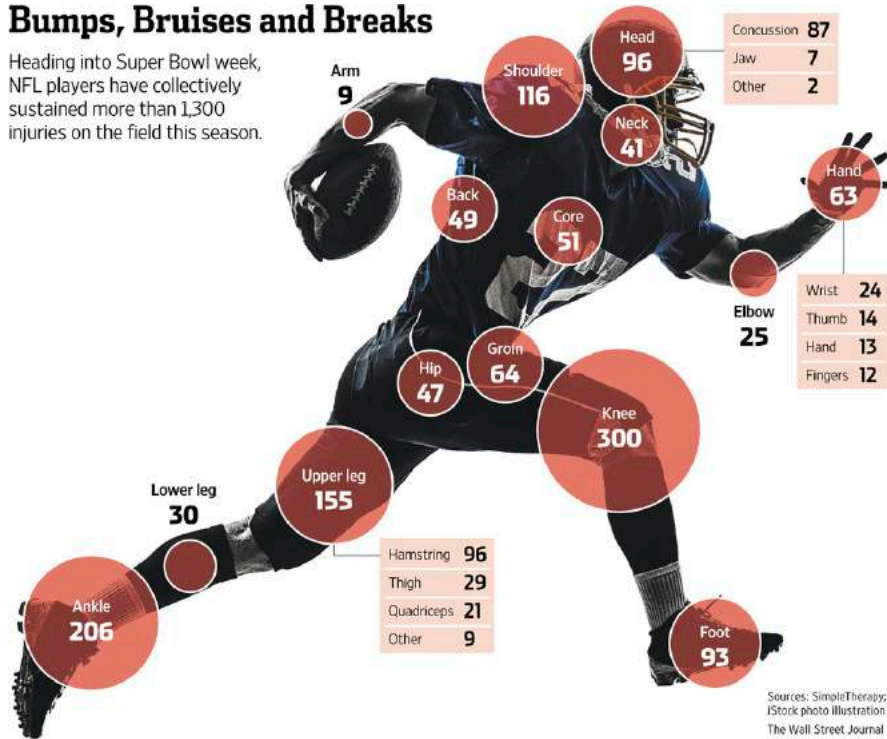


10 design principles

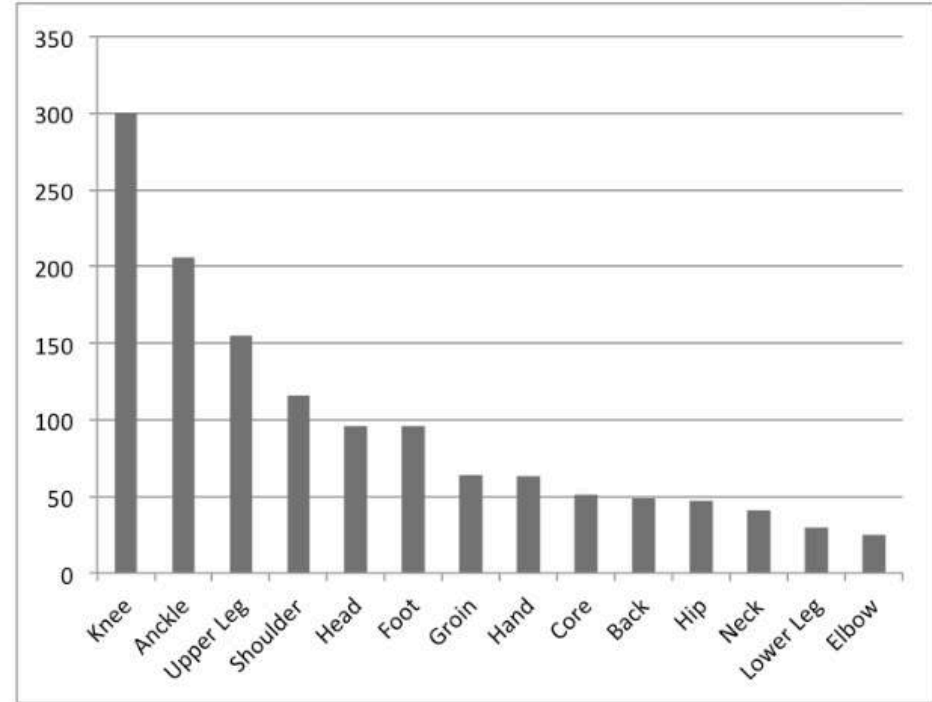
- Chartjunk - remove grid and any other non essential or non data elements

Bumps, Bruises and Breaks

Heading into Super Bowl week, NFL players have collectively sustained more than 1,300 injuries on the field this season.

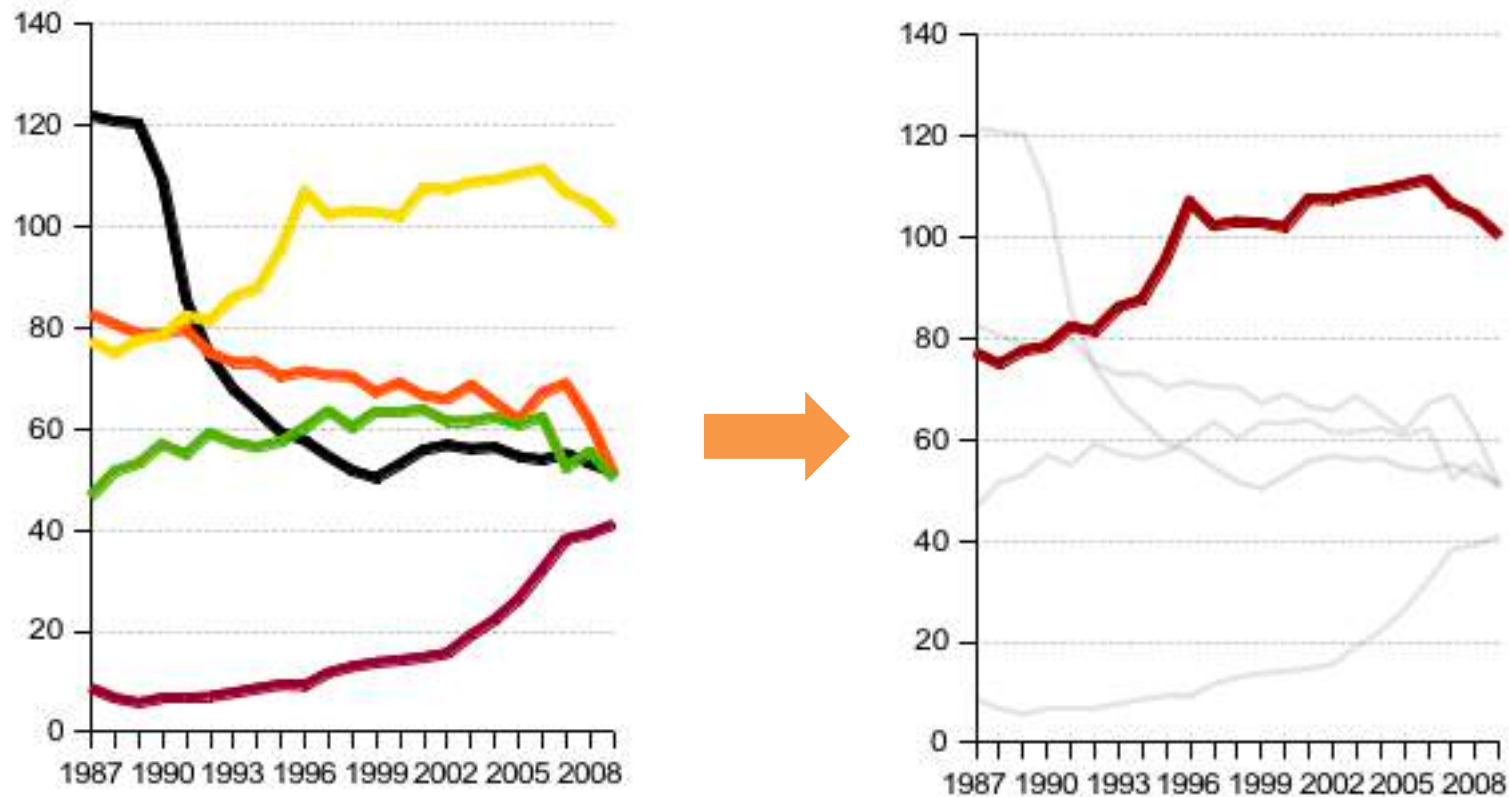


NFL Injuries in 2013



10 design principles

- Data density - don't present too much data on a single chart / graph



10 design principles

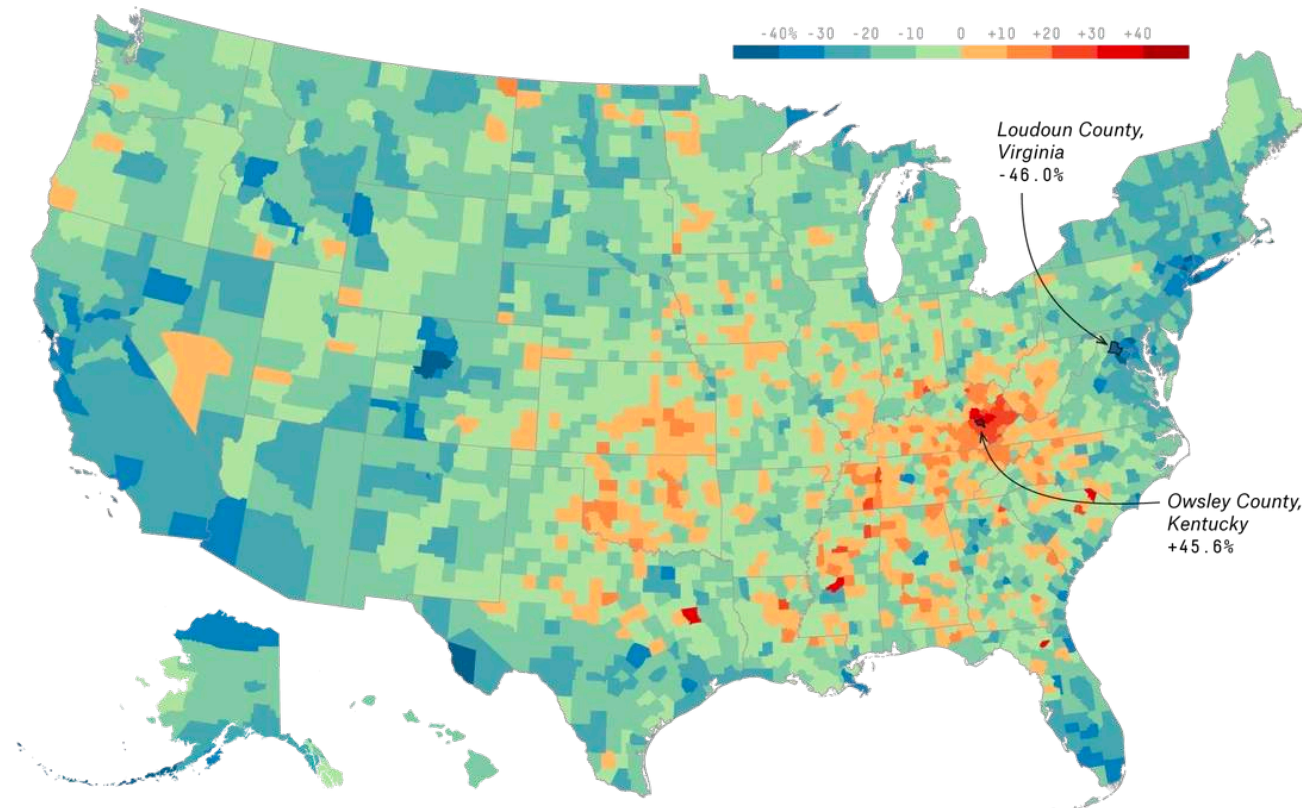
- Data richness – is it high-quality data from reliable sources and accurate?



10 design principles

- Attribution - include a citation to the source of the data in your visualizations

Percent change in deaths per 100,000 from cancer from 1980 to 2014, by county



SOURCE: JOURNAL OF THE AMERICAN MEDICAL ASSOCIATION

10 design principles summary

- As you're building out your visualization, keep these principles in mind:

1. Ensure an appropriate resolution / file type ☒
2. Use high contrast colors meaningfully ☒
3. Use labels and descriptions ☒
4. Make sure your chart is readable ☒
5. Use accurate and proportionate scales ☒
6. Make sure comparative sizes are accurate ☒
7. Remove unnecessary information ☒
8. Clear out dense charts ☒
9. Double check data reliability and accuracy ☒
10. Include citations for your data sources ☒

Activity: assess visualizations

- Turn to your participant guide to the [Analyzing visualizations](#) page to assess the 4 visualizations – do they follow the 10 principles?
- Write down your notes on the visualizations
- Then, discuss your thoughts with your group – did you have the same conclusions? Which chart follows the most principles?

Activity time: 15 - 20 minutes



Congratulations!

1. Data driven benefits
2. Overview of data science methods
3. Data visualization

Tomorrow, you'll learn

1. How to tell compelling stories with data
2. How to implement data ethics in data science
3. How to find various sources of data
4. How to manage and hire data science teams