



Stakeholder collaboration for inclusive data

Stakeholders Defined



Any group or individual who can affect or is affected by the achievement/ or lack of your objectives

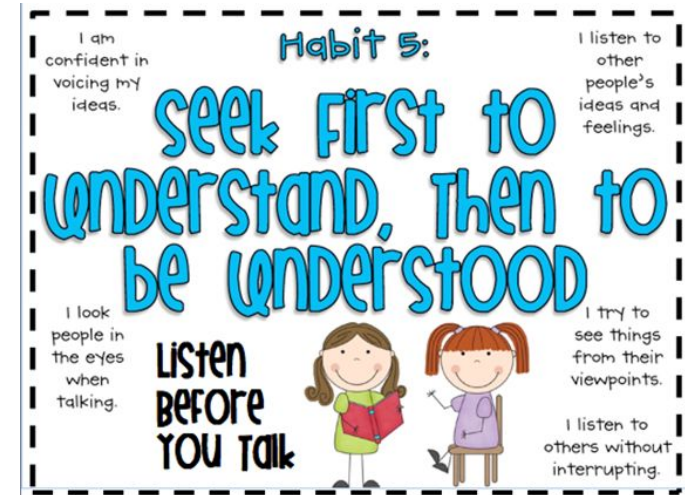
Groups that bear some form of risk as a result of investing some form of capital

Groups in exchange relationships



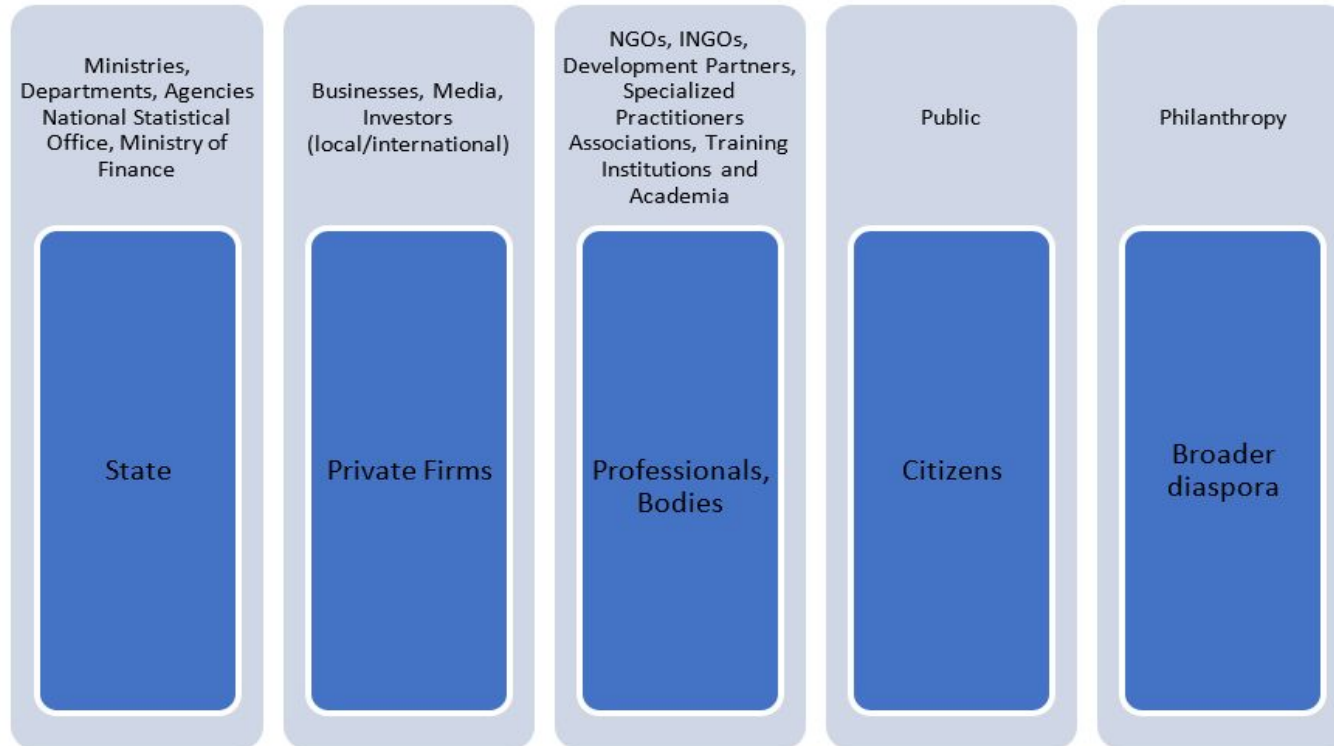
Why Focus on Stakeholder Management?

- Governments & Institutions that manage their stakeholder relationships effectively will
 Survive longer and
 Perform better
- Projects that involve stakeholders are likely to be more **successful**



Effective Stakeholder Management: Increases the probability of project success by ensuring that stakeholders clearly understand the project goals, objectives, benefits, and risks hence minimizing stakeholder resistance throughout the project's life

Spectrum of data stakeholders



Let's Pause

Who are your current stakeholders and what are their roles?

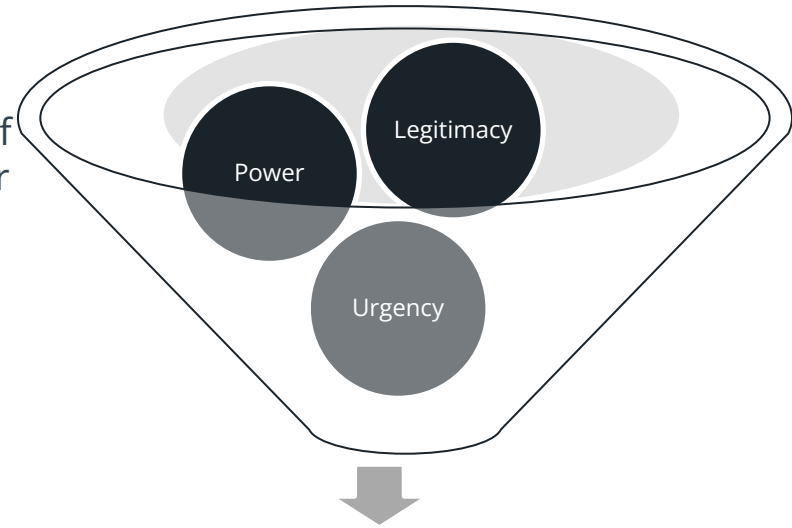
Based on suggested stakeholders,

What level of Power, Legitimacy and Urgency do some of these have on inclusive data?



Stakeholder Mapping Process- Level 1

- **Legitimacy:** When one actor can use the power of the pen to activate actions of another entity either in legal ways or in ways that are desirable, proper or appropriate (social norms, values, beliefs)
- **Power:** When one social actor A, can get another social actor B, to do something that B would not have otherwise done
- **Urgency:** The degree to which stakeholder claims call for immediate attention.



Sorting Criteria

- **Definitive Stakeholders :** These stakeholders They possess both urgency and power They should be treated as top priority and must be engaged at all times.

Stakeholder Mapping Process- Level 2

Expectant Stakeholder

- **Dangerous:** They possess both urgency and power i.e. They can be coercive or possibly violent, therefore important to identify to mitigate the dangers
- **Dependent:** These stakeholders possess legitimacy and urgency but depend on others for power. That means that they are also dependent on management values.
- **Demanding:** They have urgency and have claims and demand immediate action.
- **Dominant:** They have power and legitimacy

Latent Stakeholders

- **Dormant:** Possess power i.e. have claims and the ability to act on these claims. These stakeholders should matter to managers
- **Discretionary:** They possess legitimacy, although they mostly will have no pressure to engage
- **Demanding:** They have a level of urgency and hence can be bothersome but not dangerous

Stakeholder Influences on Inclusive Data

Power

Government/Policy Makers:

- Can mandate inclusive data standards (e.g., disaggregation by race, gender, disability).
- Allocate funding for marginalized groups' participation in data collection.

Marginalized Communities:

- Limited institutional power but can exert influence through advocacy, protests, or litigation (e.g., lawsuits over biased census practices).

Urgency

Crisis-Affected Groups:

- Refugees or disaster-hit communities demand urgent data for aid delivery (

Advocacy NGOs:

- Push for rapid inclusion of excluded groups (e.g., LGBTQ+ health data during pandemics).

Private Sector:

- Respond to urgent reputational risks

Legitimacy

Grassroots Organizations:

- Legitimacy from representing marginalized voices

International Bodies:

- Legitimacy via global frameworks (e.g., UN SDGs pushing for inclusive indicators).

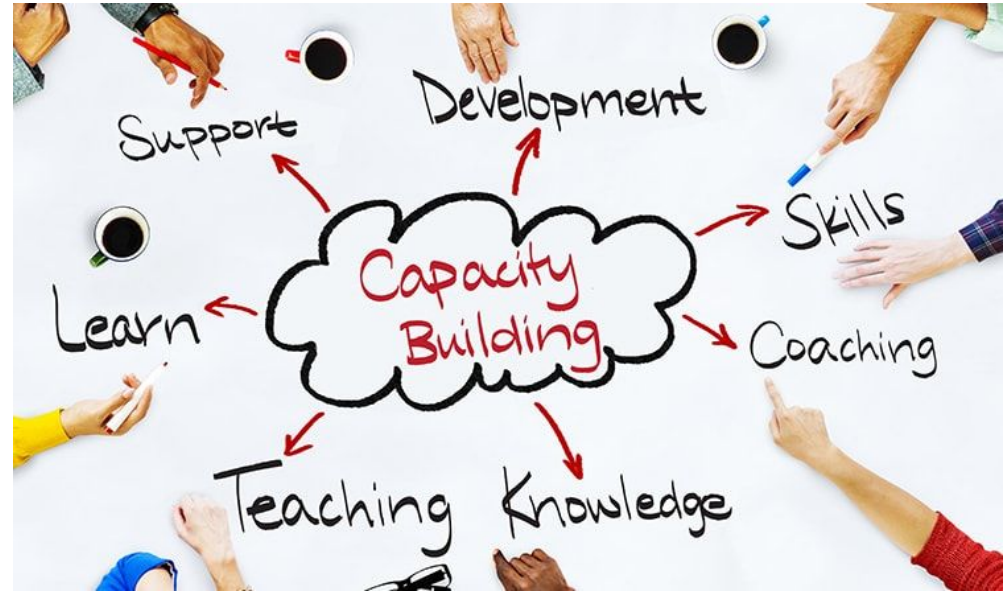
Academia:

- Legitimacy through peer-reviewed research highlighting data gaps



Capacity Building

Capacity building ensures **equitable participation, data accuracy, and actionable insights** at every stage, transforming raw data into tools for social justice and evidence-based policymaking.



Let's Pause

Intersectionality

- Examine how race, rural/urban population distribution, gender, and disability intersect to create unique barriers
- How can you use intersectional data to tailor programs/interventions in your work?



Importance of Capacity Building Across the Data Value Chain - 1

1. Survey Design:

- **Inclusive Questionnaire Development:** Train teams to design surveys that avoid biased language, incorporate culturally relevant categories, and include marginalized groups (e.g., non-binary gender options).
- **Local Context Integration:** Build skills to adapt tools to local dialects, norms, and accessibility needs (e.g., visual aids for low-literacy populations).

2. Data Collection:

- **Cultural Sensitivity Training:** Equip enumerators to recognize and mitigate unconscious biases (e.g., avoiding assumptions about household roles based on gender or ethnicity).
- **Disability Awareness:** Train staff to use assistive tools (e.g., screen readers, sign language interpreters) and engage respectfully with disabled respondents.
- **Ethical Practices:** Strengthen understanding of informed consent, privacy, and power dynamics (e.g., ensuring participants feel safe to decline questions).

Importance of Capacity Building Across the Data Value Chain - 2

3. Data Analysis:

- **Equity-Focused Analytics:** Build skills to disaggregate data by gender, disability, ethnicity, etc., and identify hidden disparities.
- **Advanced Tools Training:** Teach use of inclusive statistical software (e.g., R, Python) and methods to address missing data from marginalized groups.

4. Data Dissemination:

- **Accessible Communication:** Train teams to present findings in multiple formats (e.g., Braille reports, audio summaries) and plain language for non-technical audiences.
- **Community Engagement:** Build capacity to share results back with participants, ensuring transparency and fostering trust (e.g., town halls, visual dashboards).

Trainers within the stakeholder ecosystem include:

- **Academic & Research Institutions:** Provide technical training in survey design, statistical methods, and data analysis tools
- **NGOs & Advocacy Groups:** Train on cultural sensitivity, ethical data collection, and community engagement.
- **National Statistical Offices and Government Agencies:** Offer training on national data standards, legal frameworks and interoperability of administrative data.
- **Marginalized Community Representatives, NGOs and Advocacy Groups:** Act as **co-trainers** to share lived experiences and contextual knowledge.
- **International Organizations:** Provide global best practices and cross-country benchmarks
- **Disability Inclusion Specialists:** Train on assistive technologies (e.g., screen readers) and accessible dissemination formats.



Monitoring & Evaluation

Why measure impact?



Monitoring inclusivity in **DATA COLLECTION STAGE**

Accessibility Compliance Metrics:

- Track the percentage of data collection tools (e.g., surveys, apps) compatible with assistive technologies (e.g., screen readers, voice-to-text).
- *Example:* 85% of survey forms meet WCAG 2.1 accessibility standards.

Response Rate Equity:

- Compare completion rates across subgroups (e.g., women vs. men, disabled vs. non-disabled respondents).
- *Example:* Rural women have a 60% survey completion rate vs. 90% for urban men.

Language & Literacy Inclusion:

- Monitor participation rates by language preference or literacy level (e.g., oral vs. written consent rates).
- *Example:* 40% of respondents opted for audio-based surveys due to low literacy.

Monitoring inclusivity in DATA ANALYSIS STAGE

Disaggregation Depth:

- Measure how many demographic variables (e.g., ethnicity, disability, income) are routinely disaggregated.
- *Example:* Only 20% of national health reports disaggregate data by disability status.

Intersectional Analysis:

- Audit whether datasets allow analysis of overlapping identities (e.g., Indigenous women with disabilities).
- *Example:* A poverty survey fails to capture data on PWD+ youth in informal settlements

Missing Data Patterns:

- Identify which subgroups have the highest rates of missing or "prefer not to say" responses.
- *Example:* 30% of transgender respondents skipped gender identity questions due to fear of stigma.

Monitoring inclusivity in **DATA DISSEMINATION STAGE**

Accessibility of Outputs:

- Track the availability of reports in accessible formats (e.g., Braille, sign language videos, plain language summaries).
- *Example:* Only 10% of government reports are published in local Indigenous languages.

Community Feedback Loops:

- Measure how often marginalized groups are consulted to validate findings or co-interpret results.
- *Example:* Host post-survey forums where 70% of participants are from underrepresented communities.

Ethical & Bias Monitoring

- **Power Imbalance Mapping:**
 - Document who controls data access, ownership, and decision-making (e.g., corporate vs. community stakeholders).
 - *Example:* 80% of health data governance boards lack representation from disabled communities.
- **Informed Consent Transparency:**
 - Track consent rates and comprehension levels across subgroups
 - *Example:* 40% of elderly respondents didn't understand data usage terms due to complex language.

Monitoring data inclusivity - OTHER METRICS

Inclusivity Progress Benchmarks:

- Compare current vs. past participation rates of marginalized groups (e.g., 10% increase in refugee inclusion over 5 years).

Cross-Country Equity Indexes:

- Use global frameworks (e.g., UN's Inclusive Data Charter) to rank inclusivity practices nationally.
- *Example:* Country X scores 8/10 on disability data inclusion vs. 3/10 in Country Y.

Qualitative Monitoring

Participant Testimonials:

- Collect qualitative feedback on inclusivity barriers (e.g., "The survey didn't include my tribal language").

Focus Groups on Trust:

- Gauge marginalized groups' trust in data processes (e.g., "We fear data will be used to displace us").

Reflection



What are your key takeaways from this discussion?

Key Takeaways from Module 3



- **Blend diverse data sources** (administrative, citizen-generated, geospatial) to address gaps and ensure marginalized populations are represented.
- **Design inclusive surveys** by prioritizing cultural relevance, accessibility and pretesting with diverse groups to eliminate biases.
- **Balance stakeholder dynamics** (power, urgency, legitimacy) to prioritize marginalized voices and ensure ethical collaboration across governments, NGOs, and communities.
- **Build capacity** across the data lifecycle, from cultural sensitivity training for enumerators to advanced analytics for intersectional data disaggregation.
- **Monitor inclusivity rigorously** using metrics like accessibility compliance, response rate equity, and community feedback loops to audit representation and trust.