**Before You Get Your Data**

This video will help you get started on items you should address before you receive your data.

You need data to complete Part 6 of the DEI Strategic Planning Guide on Compositional Diversity. You are not required to collect this data on your own. Your unit’s data will be provided by the Division of Diversity, Equity and Inclusion (DEI) who will collect the data from Institutional Research (IR).

While you are waiting to receive your data from DEI, you should do a couple of things. Become familiar with some of the data you already have, such as student graduation rates, staff demographics and any others that you may have access to. When reviewing and reflecting on what you already have, make note of the disparities or differences that you know exist. These could be staffing demographics, student enrollment and graduation rates, accessibility to your programming, parity in student outcomes such as retention and persistence, etc.

Please do not ask students, faculty or staff identity-related questions. This may raise privacy and confidentiality concerns.

We hope that when you receive your data from DEI, you may already be aware of some disparities in your area through the reflective process mentioned prior.

Thank you for watching this video and feel free to reach out to Dr. N. J. Akbar at nakbar@kent.edu or Gina Campana at gcampana@kent.edu if you have any questions.