

Diversity Institute

I am Nancy Mitchell with the Diversity Institute in Toronto, Canada. My remarks link to the importance of data collection, particularly in understanding economic gaps. The preliminary conclusions and recommendations of the second session of the permanent forum encouraged us to address systemic racism through data-driven actions, including the comprehensive collection of disaggregated data across areas of society. As we begin the third session, we want to reaffirm the importance of ongoing data collection in understanding gaps to track progress and identify promising solutions that are true levers for change for economic justice. In Canada, the Black community is diverse, but faces barriers in school and barriers to employment and in specific professionals (as well as earning less). We are under-represented in leadership roles and face challenges as entrepreneurs. An intersectional lens shows Black women face compounded challenges. As the Black community, we know these gaps exist and we feel the barriers - they are not new to us - but we also know that what gets measured gets done. We have also seen evidence from our research of interventions that make a difference. We advocate during this forum for the continued and strengthened collection of disaggregated data, particularly to understand economic leadership gaps that exist for Black women, and data collection to understand if the efforts put in place are effective in moving the needle.