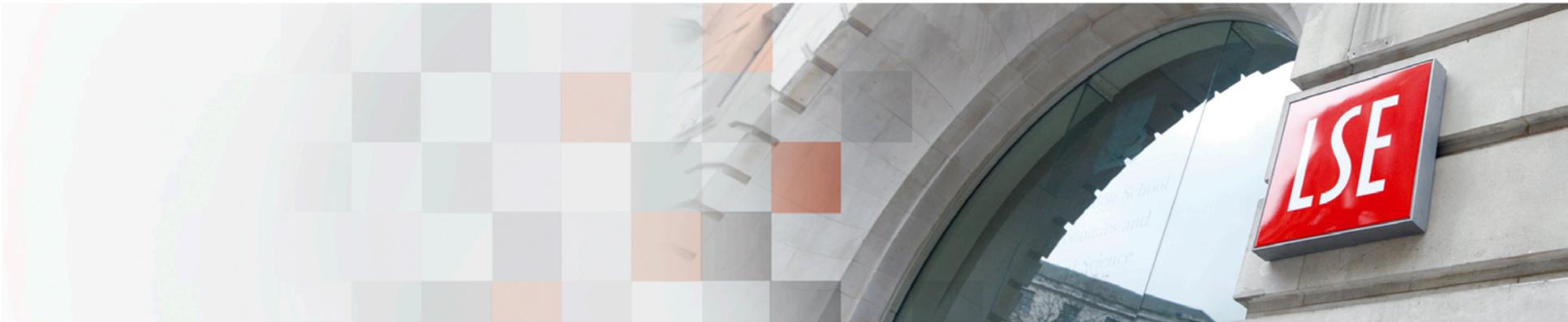


# Why measure?

Tania Burchardt

Irish Human Rights and Equality Commission, Dublin

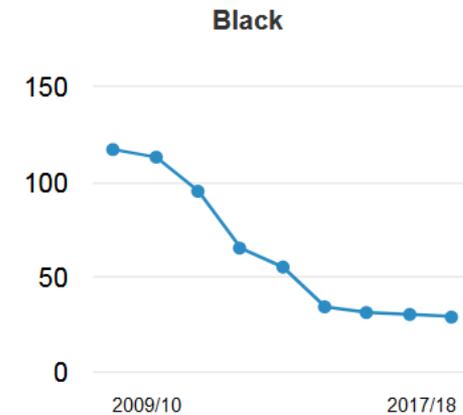
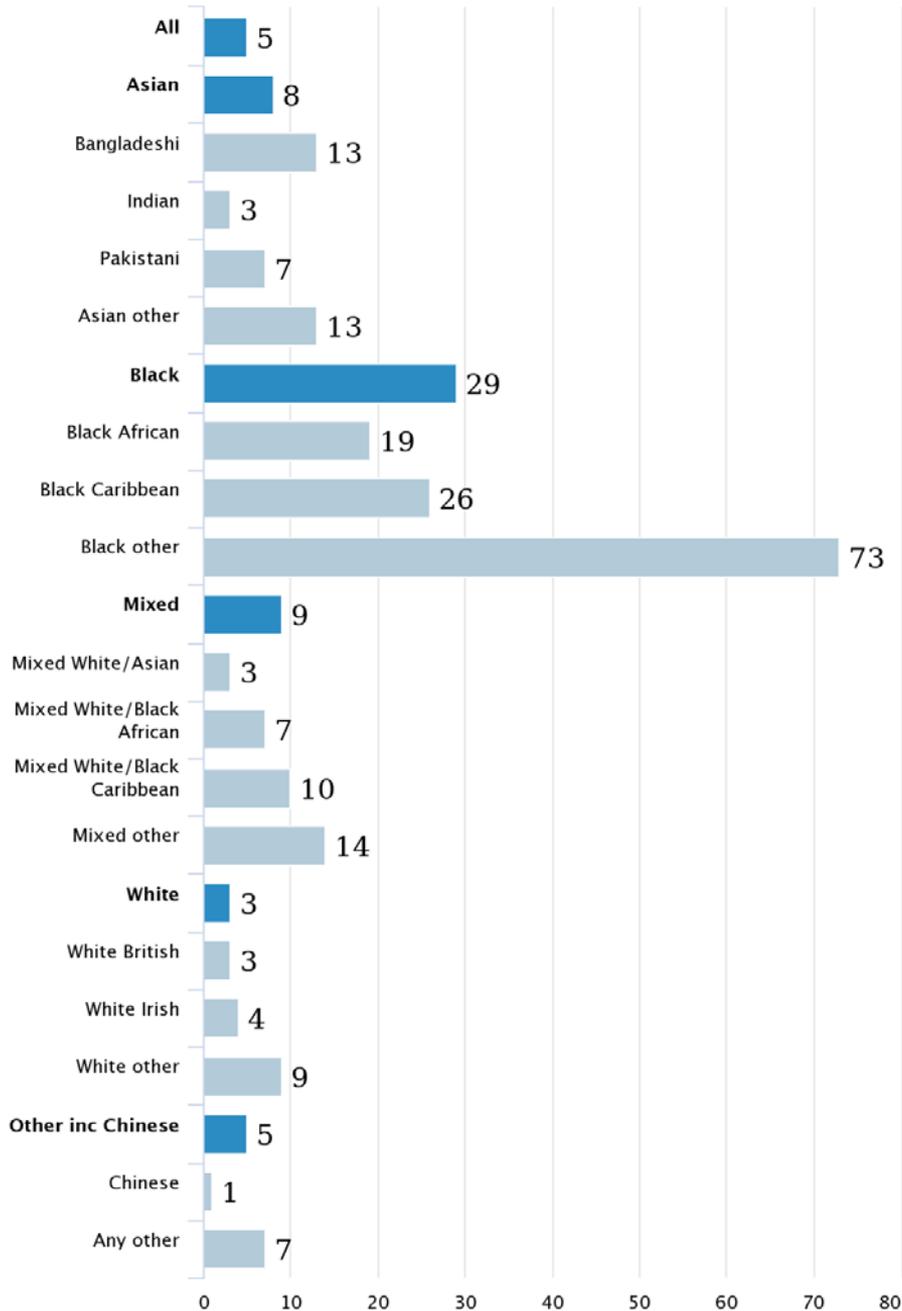
Thursday 3<sup>rd</sup> October 2019



# Ethnicity facts and figures

<https://www.ethnicity-facts-figures.service.gov.uk/>

Stop and search rate per 1000 people,  
by ethnicity  
England and Wales, 2017/18.



- Disproportionality Black: White fell to just over 4 x in 2013/14
- before rising again to nearly 10 x in 2017/18

# Outline

- What are equality data?
- What is the relationship between equality and human rights data?
- What can the collection and use of equality data achieve?
- Nine mechanisms and examples
- How can effective use be facilitated?

# What are equality data?

“...any piece of information that is useful for the purposes of describing and analysing the state of equality.

The information may be quantitative or qualitative in nature.

It could include aggregate data that reflect inequalities or their causes or effects in society.”



**High Level Group on Non-discrimination, Equality and  
Diversity**

# What are equality data?

## Quantitative

- Census and administrative data ('Big Data')
- Household surveys
- User surveys
- Complaints data
- Diversity monitoring

## Qualitative

- Legal cases
- NGO case reports
- Consultation responses
- Expert testimony (including experts by experience)



**High Level Group on Non-discrimination, Equality and Diversity**

# What are equality data?

## Outcomes for individuals and groups

... reflecting what they are able to be or do in central and important parts of their lives (health, work, family, security...)  
...the degree to which they are empowered  
...and how they experience it

## Disaggregated by equality characteristics

['discrimination grounds' ; 'protected characteristics']

...gender, ethnicity, disability, age, sexuality, religion/belief, social class...

Equality Measurement Framework - Burchardt and Vizard (2011)  
in *Journal of Human Development and Capabilities*

# What are human rights data?

UN OHCHR: for each article (eg right to life):

**Structure:** human rights commitments

- ↳ treaty ratifications
- ↳ constitutional provisions

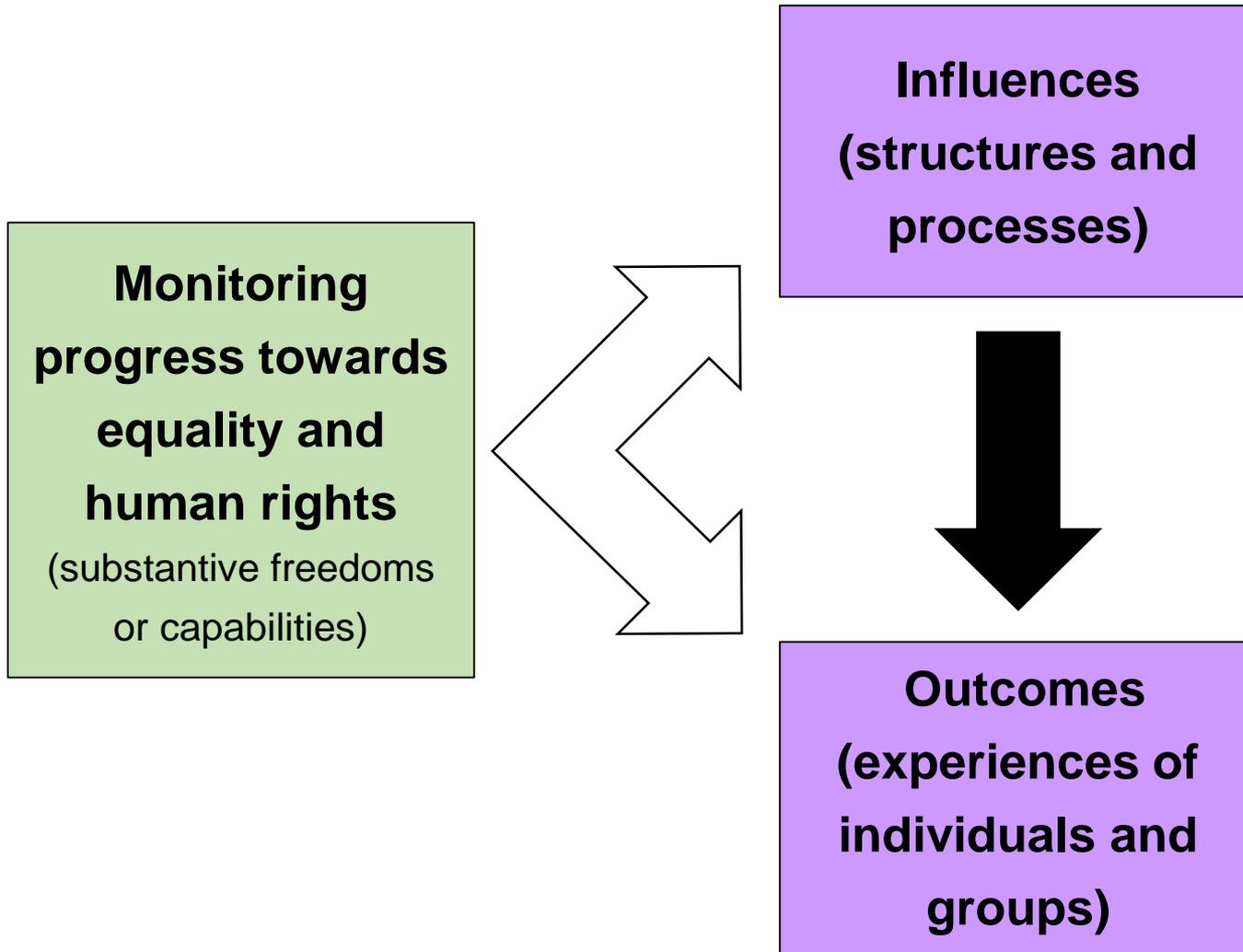
**Process:** measures adopted to implement commitments

- ↳ positive laws and regulations
- ↳ institutions and policies

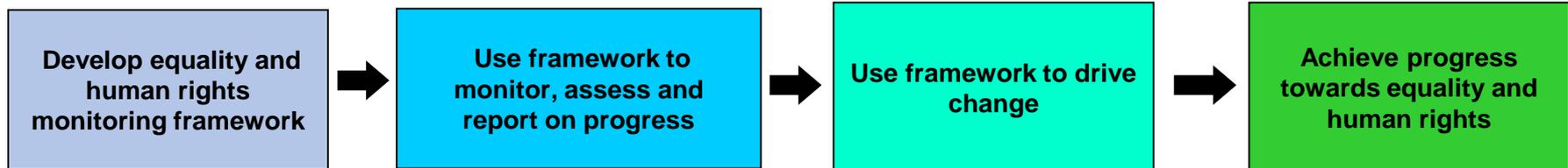
**Outcomes:** results achieved

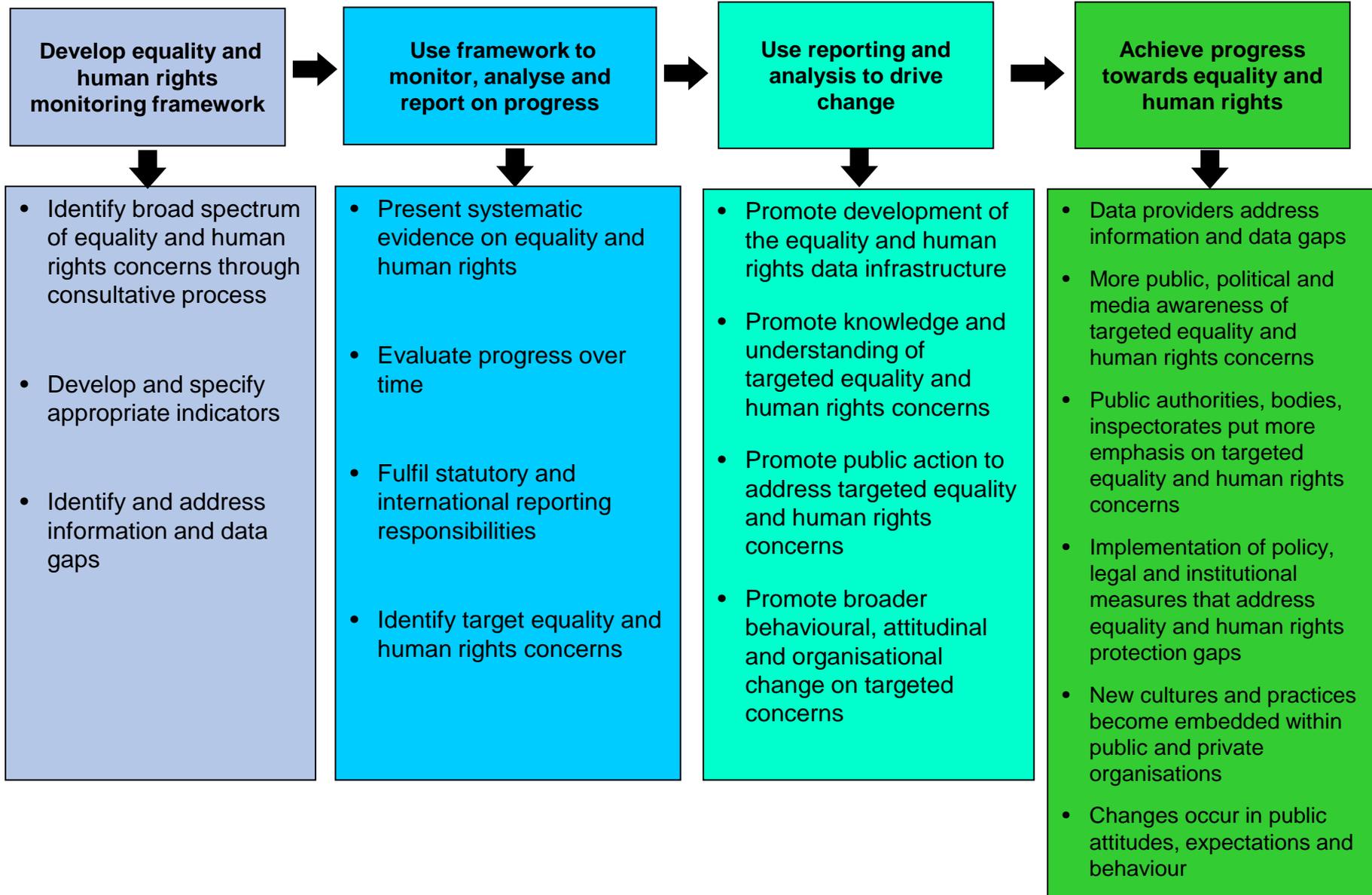
- ↳ evidence of human rights having been effectively protected
- ↳ evidence of violations

# Relationship between equality and human rights data



# What can the collection and use of equality data achieve?





# Nine mechanisms through which collection & use brings about change

**#1:** Feedback into **better measurement** and improvements in the data infrastructure

## Example

**Sexual orientation** became part of core questionnaire in UK Annual Population Survey as a result of ONS Equality Data Review 2007, itself arising from recommendation of a measurement framework by the Cabinet Office Equalities Review

## Nine mechanisms: #2

Giving **visibility and voice** to previously marginalised groups and concerns

### Example

**Children with mental health needs** are one of the groups profiled by the Children's Commissioner's Office for England report on vulnerable children 2019

Across a typical class of 30,  
4 children will have a mental  
health issue

—  
but only 1 of them will be  
accessing mental health  
services



## Nine mechanisms: #3

**Attention in public debate** and within organisations (including governments) and by international bodies

**Example BBC newsround [coverage](#)** of launch of Ethnicity Facts and Figures website



**'I don't think people in Moss Side get enough chances'**

© 10 Oct 2017

A report released today suggests there are huge differences in the opportunities people get in life.

That can be because of factors such as where you grow up, how much money your parents have and the colour of your skin - rather than how clever or talented you are.

The Government's Race Disparity Audit

## Nine mechanisms: #4

Providing **raw materials** for campaigning and advocacy work by NGOs and public action

**Example**  
**Age UK - LSE**  
video about support with **nutrition for elderly inpatients**, based on equality data analysis



**40%**  
didn't or sometimes didn't get help with eating

Around **1.5 million**  
inpatients affected every year

About **640,000**  
are aged 65 or above

2:10 / 5:49

<https://www.youtube.com/watch?v=WHYUWYwXc2M>

# Nine mechanisms: #5

**Accountability for public bodies** and organisations with statutory responsibilities

## Example

**EHRC** inquiry into inequities in the support for legal redress provided to victims of **discrimination in the workplace**



The screenshot shows the top navigation bar of the Equality and Human Rights Commission website. The header is dark blue with the logo on the left and navigation links on the right. The main navigation menu is a dark blue bar with white text and dropdown arrows. Below the navigation is a large banner image of a classical building facade with the text 'Legal aid for victims of discrimination'.

Contact Us |  Commission in Scotland |  Commission in Wales

 Equality and Human Rights Commission

Search the website 

Home | Advice and guidance | Our work | Our legal action | Human Rights | Equality Act | About us

 Legal aid for victims of discrimination

# Nine mechanisms: #6

## Evidence for legal challenges and decisions



[HOME](#) / [BENEFIT CAP BREACHES CHILDREN'S RIGHTS, SAYS SUPREME COURT](#)

**BENEFIT CAP BREACHES  
CHILDREN'S RIGHTS, SAYS  
SUPREME COURT**

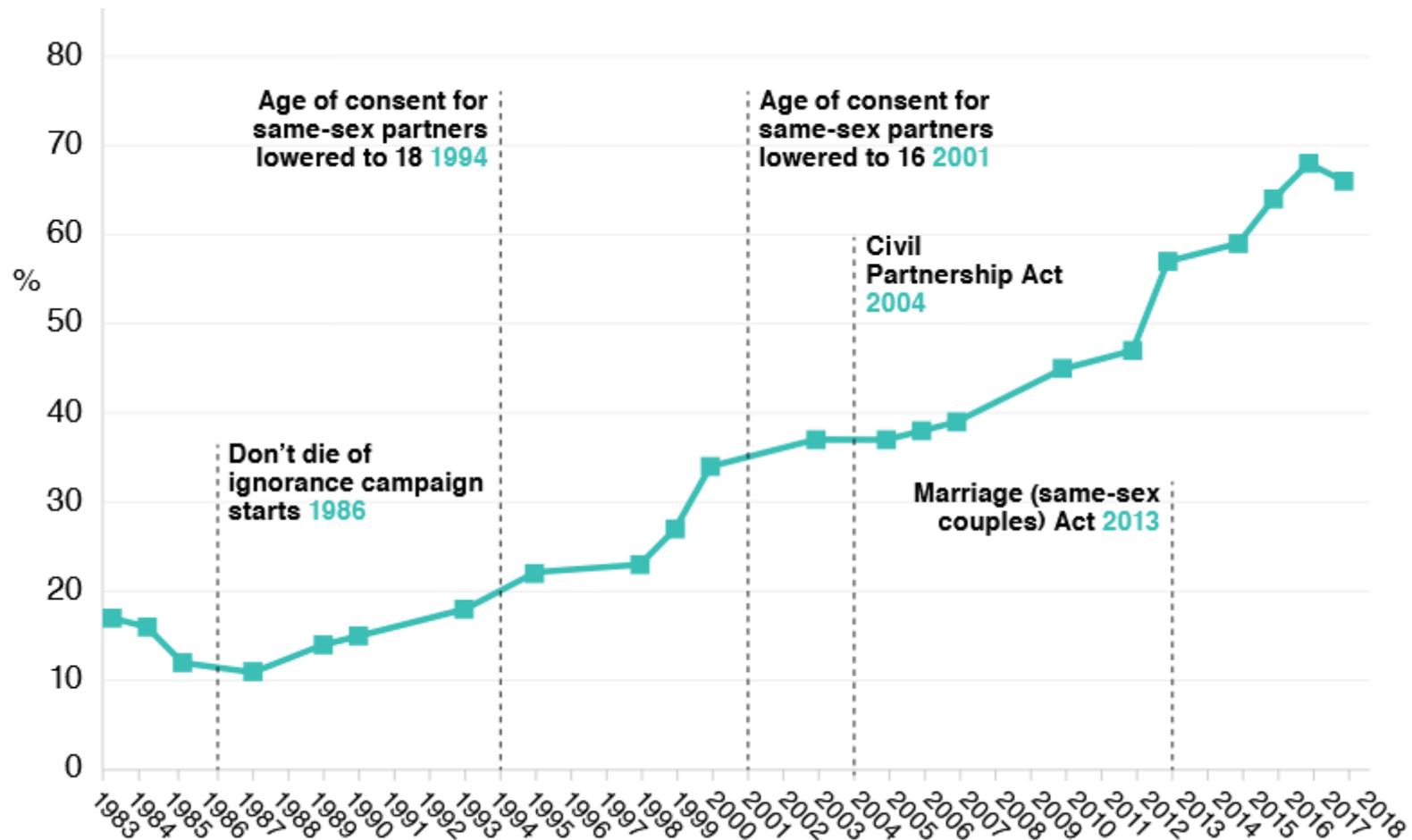
### Example

Evidence on poverty among **lone parents** and victims of domestic abuse used in representations to High Court and Supreme Court by **CPAG** in challenging benefit cap

# Nine mechanisms: #7

## Attitudinal change and behavioural change

**Example:** % saying sexual relationships between adults of the same sex are “not at all wrong”, Britain, 1983-2018



Source:  
BSA 36

# Nine mechanisms: #8

**Changes in practices** within organisations and service providers

## Example

Revealing lack of, and demand for, **accessible housing** prompting both state and market responses

The hidden housing market: a new perspective on the market case for accessible homes



New research report by Habinteg and Papworth Trust highlights the hidden housing market for 1.8m disabled people.

The new findings clearly show the demand for accessible housing to rent and buy. Conducted by teams at the London School of Economics (LSE) and Ipsos Mori, this research uncovers a fresh view that challenges assumptions about the potential for disabled people to buy their own home. The report

also sheds light on the wider appeal of homes that deliver higher quality accessible features.

# Nine mechanisms: #9

## Changes in policies at multiple layers of governance

### Example **Scottish Government**

“Our assessment of the evidence base showed the extent to which child poverty and equality overlap, with strong age, gender, ethnicity and disability dimensions. Our Plan therefore has targeted its actions towards these families:• Lone parent families, the large majority of which are headed by women.• Families which include a disabled adult or child.• Larger families.• Minority ethnic families.• Families with a child under one year old.• Families where the mother is under 25 years of age.”



# Facilitating effective use

Process of collecting and using equality and human rights data needs to be:

- inclusive and trust-enhancing
- collaborative
- open to challenge and revision
- conceptually well-grounded
- systematic
- sustained
- resourced

# Questions and comments

Contact me: [t.burchardt@lse.ac.uk](mailto:t.burchardt@lse.ac.uk)  
Centre for Analysis of Social Exclusion  
<http://sticerd.lse.ac.uk/case/>  
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Publications from our programme of research  
on equality, capability and human rights:  
[http://sticerd.lse.ac.uk/case/\\_new/research/equality/publications.asp](http://sticerd.lse.ac.uk/case/_new/research/equality/publications.asp)