



Data Governance Roadmap

**A strategic and operational guide to data governance
improvement activities for FAIR SHARE of Women Leaders**

Berlin, May 31, 2023

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Summary

The Data Governance Roadmap is the first milestone deliverable of the Data Governance Accelerator. It is intended to be the primary guide for each Cohort member as they work to improve their organisational data governance, as it outlines key priorities and planned activities for the Accelerator programme. The roadmap is a living document that can be updated and revised during the implementation of data governance activities. It should be shared with all team members and will be used to set the agenda for technical check-ins during the life of the Accelerator.

We identified the following four priorities:

1. Developing a data strategy in line with FAIR SHARE's new organisational strategy.
2. Engaging our community in the optimization of our data-related activities and integrating their feedback into the data strategy and governance framework development.
3. Auditing current data processes.
4. Kicking off the development of feminist data governance policies in line with FAIR SHARE's data strategy.

Attached you will find the roadmap visualised as a Gantt chart.



Priority 1

Developing a data strategy in line with FAIR SHARE's new organisational strategy.

Challenge

Currently we have a general vision of what our data ambitions are regarding but not limited to the FAIR SHARE Monitor. However, these ideas are not yet formulated as concrete goals and aligned with our recently adopted organisational strategy, which formulates our general goals and objectives for the next few years. Furthermore, we would like to integrate our successful monitoring prototype - the FAIR SHARE Monitor - into a data model capturing the entirety of our organisation's operations. Also, being feminist organisation, we are dedicated to scrutinising existing power dynamics and taking an intersectional approach in whatever we do, hence, our data-related work would and could be no exception. Though, as we had not yet tried to systematically interweave these two areas, the prospect seemed intimidating to our small team. Despite planning to map out a strategy for a long time, up until today we were mainly occupied with the Monitor's implementation on an annual basis due to said technical difficulties and the lack of resources and expertise to further strategize. Now, we have the opportunity to bring all the already existing building blocks together whilst creating the ones that we need in addition to eventually develop our first data strategy that will steer our data-related activities and provide guidance to the team. The development of the data strategy will go hand in hand with and guide the parallel creation of our first data governance policies. (See priority #4)

Outcome

By the end of the Accelerator programme, FAIR SHARE can present a draft of the first intersectional data strategy, developed in a participatory way and to be implemented and regularly reviewed (and adapted if need be) throughout the next 3 years.



Activity 1

Inventory of existing and intended data-related activities and data assets at an organisational level and centralization of all information to aid the building of the data strategy.

Description

A crucial step to allow for the team to strategize is to gain an overview and common understanding of why, when and where data play a role in our work and which data assets we have created up until this point. To have all team members contribute to this activity, we will consult with Data Elevates and Aapti Institute to think through these questions and phrase them in an accessible and actionable manner so they can structure the following process and ask for sparring with regards to the systematisation of all the information.

Mapping the data “universe” at FAIR SHARE and detailing its architecture is a prerequisite to assess the status quo, reflect on current or anticipated barriers, discover untapped potential, and to eventually start forming a cohesive vision and turning our ideas into concrete goals. Additionally, this overview will surface questions and gaps, so we can identify whose else’s expertise and perspectives we should have join the conversation. This overview would also include the organisational roles in terms of who does what with and how does each individual interact/engage with data.

Furthermore, we seek to compile a list of all short term and long-term goals which team members have been already thinking of individually and which are in alignment with the organisational strategy. The deliverables of this activity will entail a data inventory (spreadsheet), a data activity landscape analysis (~5-page Word doc), a collection of goals (spreadsheet), a list of gaps and recommendations (1 page Word doc). This activity will mainly be conducted in the form sprints involving several team members to ensure a close alignment, co-creation and sustainable buy-in throughout the process.

Roles

- **Responsible:** Claire and Lea will be the driving forces to gather all the existing, yet distributed files, make sense of them, create a centralised storage (whilst ensuring decentralised access to such storage) and prepare all of it in a way that allows other parties such as other team members to contribute to the inventory and gain an understanding of our data-related operations.
- **Accountable:** Helene will support the process by checking-in with Claire and Lea during the inventorying and ensure they can focus on this activity and other team members can contribute.
- **Consulted:** The other team members will help identify the data they have been working with and the data-related activities they might have undertaken. Data Elevates and Aapti Institute will be consulted to help facilitate the process.



Schedule + estimated level of effort

The compilation and subsequent preparation in an accessible and clear format will presumably take the first two weeks of June. This compilation, once completed, will require periodic revisiting to ensure consistency in how data is updated, monitored, collected, etc. The activity will require uninterrupted focus time to make sense of all the different pieces and a frequent alignment between Claire and Lea in sprints.

LOE = 85 hours



Activity 2

Creating a file nomenclature and system for storing all data assets.

Description

Once the inventorying is complete a need for standardisation arises to ensure all team members can navigate in the organisational data architecture and discussions are based on a shared understanding. Hence, the next step will be the creation of a file nomenclature and a system for storing all data assets. Both the experts from Aapti Institute and Data Elevates as well as Gunner (Aspiration) will be consulted to establish a clear and cohesive system.

Of course, the team members' needs will be assessed beforehand to take their role-specific requirements into consideration. The deliverables - a new filing system and nomenclature (spreadsheet) - will be presented and introduced in operations and workflows as soon as possible.

Roles

- Responsible: Claire and Lea
- Accountable: Helene
- Consulted: Aapti Institute, Data Elevates, Gunner, team members
- Informed: Team members

Schedule + estimated level of effort

This activity will follow the inventorying in mid-June.

LOE = 2-3 days



Activity 3

Workshop on data in general and how feminism(s) and data are interconnected to increase the team's data literacy.

- Description

Considering all the upcoming activities and the active role many team members will play over the course of the Accelerator programme, it is crucial to onboard the team in a workshop. It will cover the topic of data in general, increase their data literacy and help them learn how feminism(s) and data are interconnected.

Also, this is an occasion to have us start developing a shared understanding of what this means generally and for our organisation. The workshop will require 2-3 hours and serve as a starting point to initiate individual reflection and the conversation can be continued during the data strategy gathering. Ideally, we can enrich it with input from our experts from Aapti Institute or Data Elevates.

Based on this workshop, we will invite all team members to familiarise themselves with the seven principles of data feminism as proposed in Catherine D'Ignazio's and Lauren F. Klein's book "Data feminism" (2020) as a first example of how applying an intersectional feminist lens on data-related activities can look like.

- Roles

- Responsible: Claire and Lea
- Accountable: Helene
- Consulted: PAD
- Informed: team members

- Schedule + estimated level of effort

The preparation can begin alongside the preparation for the strategy gathering (see below) in mid-June, however, the workshop will of course need to happen before the gathering which itself can only be scheduled as of early-August. So, both the workshop and the gathering will most likely happen in August.

LOE = 3-4 days, given that all team members will be attending the workshop



Activity 4

Agreeing on and formulating a vision for the use of data within FAIR SHARE and prioritising and operationalizing the different objectives required for this vision to come (first draft of the data strategy).

Description

Once all team members have had the opportunity to familiarise themselves with the data inventory, it is time to come together and discuss the big picture, which will be at the base of the future strategy and ensure a shared understanding and buy-in from the team.

Leading up to this gathering - which should last at least a full working day, if not two - prompts and material will be sent out to all participants to allow them to reflect individually on complementary ideas, questions, suggestions, concerns etc. with regards to the present and future use of data, data-related activities, data assets within the organisation. To make the best use of the time together, there will be a mix of open space moments to hear all perspectives, encourage discussion (agenda items and corresponding questions will be announced before) and co-design as well as individual team members presenting concrete suggestions that had been crafted in advance and small group work.

This co-creative session will focus on a few key areas to frame the conversations and agree on common objectives which will serve as basis for policies and processes to be developed later in the year. Such areas would be data ethics, collection, storage, and security, all with sublayers to create more practical discussions. Also, the next steps of the data strategy development will be discussed to ensure the team members are involved, invested and aware of the coming activities. In addition to this, after having collected a range of ideas and goals, there will be a need for prioritisation. The team will agree on either doing this together or allowing Claire and Lea to consult with PAD (PJMF, Aapti Institute and Data Elevates) first before suggesting which priorities will be part of the strategy. The decisions made in this gathering will serve as a framework for the first draft of the data strategy which will be further fleshed out (objectives, indicators, roles etc.) by Claire and Lea to further. Subsequently, this draft will be shared amongst the team members and selected members of our network such as committed organisations, critical friends, the data council (working title, see activity 3), the supervisory body of FAIR SHARE and, if possible, also with the Aapti Institute and Data Elevates, to receive feedback and sparring for the next revision.

Roles

- Responsible: Claire and Lea will organise the strategy gathering in close cooperation with an external facilitator and/or Aapti Institute/Data Elevates. They will develop the first draft of the data strategy based on the team's input and disseminate it amongst feedback givers.
- Accountable: Helene and Sophia will serve as sparring partners for Claire and Lea in the run-up to the event "wearing" the organisational strategy hat and support the prioritisation.



- **Consulted:** To have all team members contribute to the discussions during the gathering equitably, we would like to invite an external facilitator to support us in preparing and moderating this gathering. This could be a member of the Aapti Institute and/or Data Elevates, who we would anyway involve in the preparation of this gathering and the subsequent formulation of the first strategy draft.
- **Informed:** we would keep the supervisory body of FAIR SHARE that is currently being created in the loop and share the first draft with them as well.

Schedule + estimated level of effort

Whilst the preparation for this gathering can begin in mid-June, the actual meeting will only happen in early August as due to the absence of numerous team members throughout the early summer, no earlier date is possible to have everyone participating. The drafting of the strategy will then take place in August, so that by early-September a first draft can be presented.

LOE = 15 days



Activity 5 Scoping the role of a data professional and filling the position

Description

As our team members working on data-related activities have backgrounds in social and economic sciences, but not specifically in data science and analysis, this set of expertise is lacking in the current team constellation. Hence, we intend to bring in a data consultant (ideally with a background or knowledge on feminism/intersectionality) for a limited period, however, at least for the duration of the data accelerator, to support us both in the data strategy and data governance development and in further developing and optimising the FAIR SHARE Monitor. However, from today's point of view, before systematic scoping and strategizing has taken place, it is challenging to pinpoint exactly what kind of data expertise is the best suited/most needed in our current situation. We do not want to bring in this expert too early in the process as we would like them to optimally contribute to our data-related ambitions. Thus, to gain clarity on the exact role and responsibilities as well as added value and outcome we envisage for said data expert, we will seek advice from PAD on staffing needs relative to our goals once the first draft of the data strategy has been put on paper. Afterwards, the vacancy can be finalised and published to fill the position and start the onboarding as soon as possible.

Roles

- Responsible: Claire and Lea
 - Accountable: Helene
 - Consulted: Helene and our colleague Carolin, who is responsible for recruitment; PAD
 - Informed: team members
-
- Schedule + estimated level of effort
The discussion around staffing needs can begin in early August after activity 3 was completed. Ideally, interviews can start in late August.
LOE = 3 days



Activity 6

Establishing a data council (working title) to accompany the data strategy and governance development and support in exploring an intersectional approach to how FAIR SHARE governs and interacts with data - in and outside the organisation.

Description

As a feminist organisation we strive to hold ourselves accountable. Thus, we plan to establish a data council (working title) - at least for the duration of the Data Accelerator – consisting of representatives from our committed organisations, experts on anti-discrimination and decolonisation, “HR” (we prefer the term “people and culture” in lieu of “human resources) experts, and data (feminism) experts who represent some of the severely and multiply marginalised groups. Their mandate will entail areas such as an ethical use and management of data, data privacy safety and informed consent. They will be consulted in regular meetings to provide feedback and sparring during the data strategy and governance development to ensure more intersectional perspectives are taken into account. Additionally, they will support FAIR SHARE as we explore how a more intersectional approach to monitoring could look like. We prototyped having conversations on these matters in the past, preparing the introduction of race next to gender as an additional category in our data collection and broadening the primarily cis binary notion of gender to henceforth include non-binary people. However, since a proper intersectional approach goes beyond the product and rightfully scrutinises the overall process of how such a product comes into being and the people involved in that, we will discuss the further process design, governance approach as well as the involvement of FAIR SHARE team members with said data council once it has formed.

As our recent exchanges with representatives of severely and multiply marginalised groups brought to light that the preference for in-person meetings is indeed anything but inclusive, we decided to move away from the on-site meeting in Berlin idea as initially described in our application. Rather, we will discuss the role, frequency, length etc. of online meetings and virtual collaboration with the council to co-create a safer space and allow each member to fully contribute. Our first step will be drafting the mandate and outline the idea of the data council as well as the call for the council members, since thanks to our global network we made overwhelmingly positive experiences with open calls. Furthermore, we would consult with Aapti Institute on the wording and the following selection process.

Roles

- Responsible: Claire
- Accountable: Helene
- Consulted: Lea, Helene and our colleague Carolin, who is responsible for recruitment; PAD
- Informed: team members



Schedule + estimated level of effort

The preparations will start in June for the call to be published as soon as possible allowing the council to form, build trust and start working in late summer.

LOE = 12 days over the course of the Accelerator programme (with all the meetings, preparation, follow-ups, debriefs etc.)



Priority 2:

Engaging our community in the optimization of our data-related activities and integrating their feedback into the data strategy and governance framework development.

Challenge

As we generate our data mostly through direct interaction with civil society organisations, we value the collaboration and feedback of our data owners. Ultimately, our FAIR SHARE Monitor and other (future) data-related activities serve the purpose to benefit the sector and the many organisations and employees of which it is made up. Especially, while developing a data strategy and governance framework for not only FAIR SHARE's sake but also the sector's, a constant and open communication channel is required to learn about and integrate their needs from the beginning.

Though, given the low participation rate in our FAIR SHARE Monitor user research last year and the lack of perception data on how our Monitor is being used and understood, it seems to us that we have not yet empathised sufficiently with the community and not allowed enough space to co-create and contribute to our Monitor and potentially all other (future) data-related activities like we already do in our feminist leadership working area.

To further centre the data owners' needs, ideas and concerns and have our data-related activities add value, instead of waiting for them to actively come to us and voice their feedback, we would like to open the doors, reach out and create touch points and opportunities for them to explore and engage with our work and learn alongside peers as well as and start the conversation on how we together can gradually improve the FAIR SHARE Monitor to pave the path for more social justice within the sector. This approach will help to build trust and increase the overall participation and engagement with our work, which is not only beneficial but a requirement for all the priorities listed in this roadmap.

Outcome

By the end of the Accelerator programme, a range of opportunities was offered to the community to learn about the interconnection between data and social justice as well as FAIR SHARE's progress regarding data strategy and governance and the role of the FAIR SHARE Monitor in this ecosystem.



Activity 1

Setting up small working groups with community members to further improve the FAIR SHARE Monitor based on data owner feedback and add value for its users.

Description

We would like to set up small working groups of 5-6 members to devote attention to specific areas of improvement in our FAIR SHARE Monitor that have been either flagged by data owners or identified by team members. We believe this to be a participatory, co-creative approach that we should deploy constantly during our monitoring, as it will help build trust, hold our organisation accountable and create a sense of co-ownership.

However, this marks the first attempt to systematically gather interested people from our community and network on a regular basis. For this prototype a running period until the end of the year/Beginning of the next data collection for the FAIR SHARE Monitor 2024 appears plausible. Several members from our community, amongst those also data owners, have already come forward and expressed their interest in joining such a group for a limited time. Yet, we would open the call to our entire network to for one remain transparent and accountable and second allow for more diverse perspectives to join the working groups.

Roles

- Responsible: Claire and Lea
- Accountable: Sophia as community manager
- Consulted: team members, data professional and data council
- Informed: team members

Schedule + estimated level of effort

The working group proposal will be drafted in July/August, in order for the call to be published at the latest by the end of August and have the kick off meetings begin in early September.

LOE = 35 hours over the course of the Accelerator programme



Activity 2

Launching a webinar series on data feminism for the FAIR SHARE community.

Description

As we continue to learn how to apply an intersectional feminist lens on our data-related activities and assets, we would like to extend the invitation to this learning journey to our community. Just like we did in our past 8 weeks of Feminist Leadership webinar series we want to bring together practitioners, change-makers and thought leaders working at the interconnection of data, feminism and social justice and have them inspire our community members. The seven principles of data feminism as proposed in Catherine D'Ignazio's and Lauren F. Klein's book "Data feminism" (2020) to us is a brilliant starting point for further planning out this series, reflecting on potential speakers and an accessible way of documenting the conversations and learnings for an even bigger audience.

Roles

- Responsible: Claire and Lea
- Accountable: Sophia as community manager
- Consulted: PAD, team members and data council
- Informed: team members

Schedule + estimated level of effort

The concept will be developed in late-June/end of July to contact potential speakers throughout the summer and prepare the required registration infrastructure and promotion material. The series will ideally start in late September/early October.

LOE = 45 hours



Activity 3

Exploring the data for social justice ecosystem, make ourselves heard and find new allies.

Description

Moderating a session at this year's Mozilla Festival and meeting other passionate practitioners and activists in this space confirmed once more that we need to leave our "bubble" more often, meet and talk directly with peers and change-makers from other sectors to share insights on our activities, learn about their respective work and in doing so identify potential overlaps and opportunities to collaborate.

Thus, we concluded that we need to be more present in the ecosystem of data for social justice. One opportunity presented itself to us in the form of the Festival de Datos, organised by the UN's Global Partnership for Sustainable Development Data, which will be held in Punta del Este, Uruguay from November 7-9, 2023. Even though we mainly attend conferences virtually to amongst others avoid causing CO2 emissions, we believe this to be a unique occasion to be on-site and have Claire and Lea mingle and discuss with the more than 400 delegates from governments, multilaterals, private sector, academics, and civil society. We already put forward our application to moderate a co-creative session on the intersection of data feminism, data governance and social justice and now await feedback from the organisers.

Roles

- Responsible: Claire and Lea
- Accountable: Helene and Sophia
- Consulted: team members, data professional and data council
- Informed: team members

Schedule + estimated level of effort

The conference itself will last three days and we will require some time for preparation and the subsequent follow-up.

LOE = 9 days (2 people for 3 days of conference plus prep and follow up time)



Activity 4

Communicating about FAIR SHARE's progress with regards to the data strategy and data governance development.

Description

We will develop a detailed plan for how our activities (formation of the data council, working group approach etc.), the newly drafted strategy and governance policies will be communicated to our stakeholders and the public (dissemination plan). This planning will again be workshopped having all team members present. Also, we will discuss within the team which documents remain internal and which can be published e.g., on our website as well as when this content is ready for publication and how it can be presented in an accessible way. One example of information relevant to our stakeholders would be the issue of obtaining and verifying informed consent from the data collection respondents. Possible formats to communicate about these activities and milestones are blog posts, social media posts, e-mails to the organisations taking part in the monitoring, offering live office hours etc.

Roles

- Responsible: Sophia
- Accountable: Claire and Lea
- Consulted: team members, especially Claire and Lea, data council
- Informed: team members, PAD

Schedule + estimated level of effort

This activity is dependent on the timeline of the activities above and below. A kick off session will be scheduled in July to further map out the planning.

LOE: 40 hours over the course of the Accelerator programme (including input and review from team and external support)



Priority 3: Auditing current data processes.

Challenge

As a young organisation with a small team, few of our data-related processes and procedures are documented. While we have been able to implement our various projects despite limited data governance procedures in place, it is becoming increasingly evident that to scale our work to the intersectional feminist level that we aspire to and sustain our organisation's operations in the long run, more formalised processes are needed. While our use of data is not limited to the FAIR SHARE Monitor, for the duration of this programme, we will focus on the Monitor as a data product to pilot the development of proper data process documentation.

Outcome

Our objective following the implementation of the activities described below (and in activity #1 under priority #1) is to have a detailed documented overview of the current Monitor data architecture and to conduct a complete assessment of the relevant processes. The successful implementation of this second priority goal will also result in the formulation of recommendations on how to improve our Monitor processes.



Activity 1

Establish clear data quality benchmarks for the Monitor and audit processes.

Description

Based on the inventorying of how data flows through the Monitor architecture in activity #1 under priority #1 and the five dimensions of data quality discussed during Workshop #5, we will first formulate clear data quality benchmarks for each stage of the Monitor processes then assess said processes. The first part of this activity will require input from the FAIR SHARE team as it is important that the quality benchmarks we set, stay in line with the organisation's overall vision and strategy and we have the team's buy-in to pursue working on these processes. The NIST framework and the additional tools presented by Data Elevates will provide guidance on how to define such benchmarks and ensure they are being met.

Roles:

- Responsible: Claire
- Accountable: Lea
- Consulted: team members (mainly for data quality benchmarks portion of activity), PAD
- Informed: team members

Schedule + estimated level of effort

19/6 - 30/6

LOE: 30 hours (including input from team)



Activity 2

Propose a course of action to improve the Monitor processes.

Description

Based on our assessment of the Monitor processes in activity #2, we will formulate recommendations for improvement, keeping our newly formulated data quality benchmarks in mind. These recommendations will ideally include an estimated timeline for implementation and will likely be planned for a timeframe well beyond the Accelerator programme.

To identify which aspects should be prioritised in the run-up to the next Monitor cycle, we will present the most urgent areas for improvement to the team and have them confirm or re-adjust our selection. The status quo of said process and the areas for improvement will be presented to the later established working groups and their feedback will inform the next review of these processes.

Roles

- Responsible: Claire & Lea
- Accountable: Helene
- Consulted: team members
- Informed: team members

Schedule + estimated level of effort

03/7 - 20/7

LOE: 20 hours (including input from team)



Activity 3

Shutting down the formerly used Monitor database (Strapi) and exporting all remaining data to ensure a safe and central storage both of our data and the data owners' data.

Description

As stated in our application, we conducted the entire data collection for the FAIR SHARE Monitor in 2021 (and partially in 2022) via a tailor-made open-source cloud-based platform (Strapi) with custom APIs set up by external developers, which in the end turned out to be designed for a one-time use, and was not suitable for long-term, sustainable reuse or scaling the data collection let alone autonomous use by our team members. Hence, we moved away from this solution to work with the relational database AirTable.

Though, the old database continues to exist and store data, including PII. Recently we started receiving alerts notifying us the database is under threat, so more than ever we consider this to be a legacy issue that needs to be resolved as soon as possible. We would like to discuss a viable course of action with Data Elevates, yet, it will surely include exporting all remaining data into a safe storage, while deleting all records in the database. Afterwards we would like to shut the entire database down, so we no longer have to pay monthly hosting costs to Digital Ocean for the development and production servers freeing up budget for AirTable integrations.

Roles

- Responsible: Lea
- Accountable: Helene
- Consulted: Data Elevates
- Informed: team members

Schedule + estimated level of effort

20/7-31/7

LOE: 8 hours



Priority 4:

Kicking off the development of feminist data governance policies in line with FAIR SHARE's data strategy.

Challenge

Despite being an organisation that relies on data for various aspects of our work, including our flagship project the FAIR SHARE Monitor, we unfortunately are yet to have proper data policies in place. As we scale our work and grow our ecosystem, it is critical for FAIR SHARE to have appropriate data governance policies in place.

Outcome

By the end of the Accelerator programme, we will have drafted at least two feminist data policies in line with our new data strategy (see priority #1). While the main outcome will be to have at least two policies drafted, we will also aim to put a plan in place for the development of the other policies needed for strong data governance, which we will focus on after the Accelerator programme.



Activity 1

Assess needs, list all required policies and prioritise two policies to be drafted during the Accelerator programme.

Description

Using the framework shared with the cohort during Workshop #6, we will conduct a data policy needs assessment at FAIR SHARE. Based on the knowledge exchange during the strategy gathering in August, the team will be involved in this process in the form of a 2–3-hour workshop and asked for example about the current challenges they face without having a policy in place and which areas they think require a policy most urgently.

Furthermore, we would like to discuss within the team how and where policies need to be designed and stored for them to be accessible to everyone. Once this assessment is completed, a list of all required policies and short briefs for each policy will be developed. This step will help minimise overlaps and provide clarity during the actual policy development phase as well as boost the team's confidence as they have a clear prospect. We aim to develop two policies (based on the team's decision which policies are the most time-critical) out of the pool of priorities during the Accelerator programme.

Roles

- Responsible: Claire & Lea
- Accountable: Helene
- Consulted: team members, data professional, PAD
- Informed: team members, data council

Schedule + estimated level of effort

Mid-September to October, so the data professional can take part in the process.

LOE: 25 hours (including input from team)



Activity 2

Develop two feminist data governance policies in line with our data strategy.

Description

Once two priority policies have been identified in activity #1, we will proceed with drafting the content of said policies. They will build on the understanding the team has developed (and continues to cultivate) in activity #3 and #4 under priority #1 and all the learnings of the Accelerator programme's practicum. Consultations with PAD and the data council will ensure both the intersectional feminist lens and the data expert lens are applied. The team will be given the chance to review the drafts of said policies and give feedback before the finalisation. If by the time the working groups have started their meetings, the draft policies could also be discussed in this space, given that their topic is related to the working groups' respective focus.

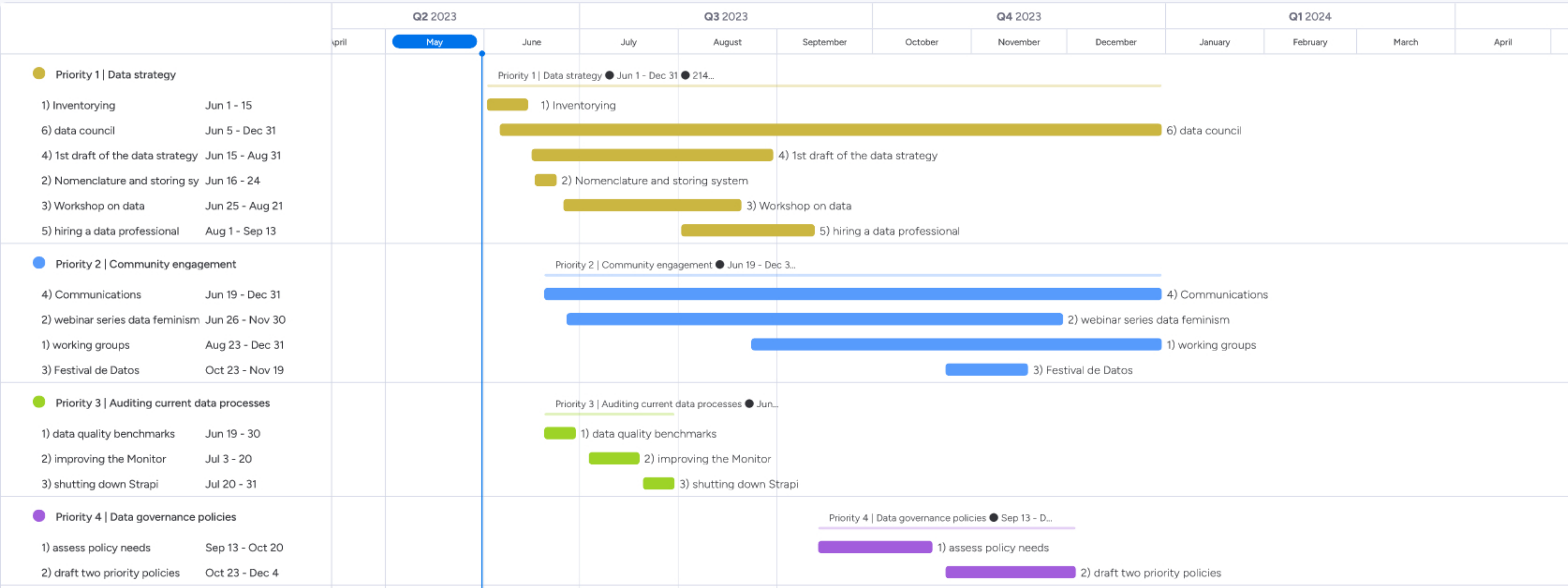
Roles

- Responsible: Claire & Lea
- Accountable: Helene
- Consulted: team members, PAD and data council

Schedule + estimated level of effort

Since this activity will be highly dependent on the progress made regarding the development of the data strategy, it is difficult to estimate a schedule at this time. Though, starting in October seems the most likely.

LOE: 50 hours (including input and review from team and external support)



● Priority 1 | Data strategy ● Priority 2 | Community en ● Priority 3 | Auditing curren ● Priority 4 | Data governan