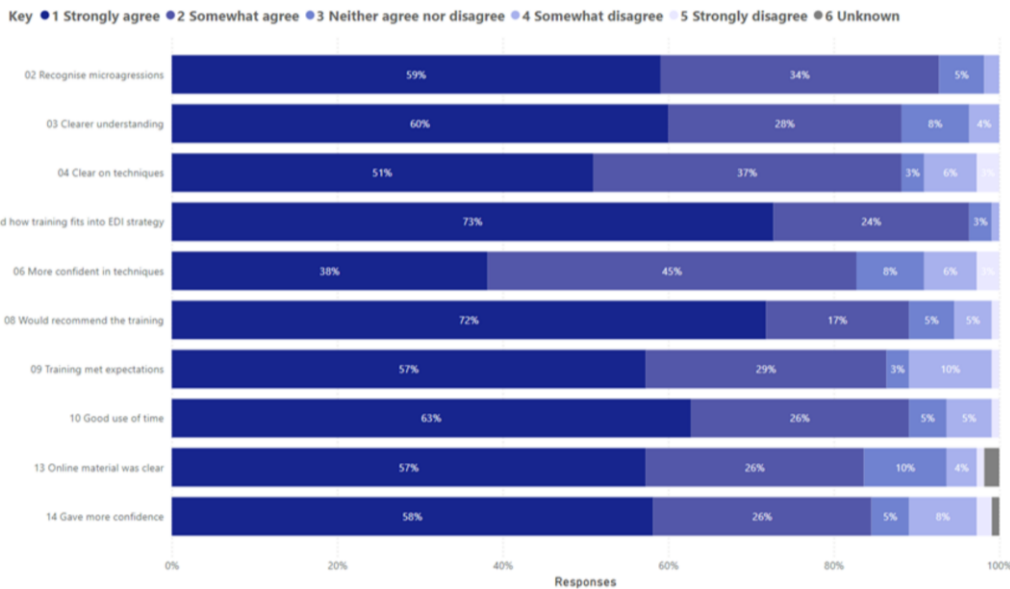




### Active Bystander Training Feedback



A horizontal stacked bar chart summarizing the responses and attitudes to the success of the Active Bystander Training launched by the EDI Directorate.

## Overview of the Data Fellowship

During my fellowship, I undertook two main projects and a series of analytical tasks. These projects involved presenting live data analysis sessions for university staff and analyzing survey feedback from an Equity, Diversity, and Inclusion (EDI) training program. I applied data analysis skills to real-world issues, enhancing my technical abilities, communication, and adaptability through hands-on experience.

## Data Analysis

### Project 1: Presentations on Staff Diversity

For my first project, I analyzed the diversity of protected characteristics within university staff along with and in comparison to the most recent available data on the global population, in alignment with the Equality Act. I cleaned and prepared the data, ensuring sensitivity and confidentiality. I used Excel for data handling, mastering pivot tables and various data protection techniques, and created clear, digestible visualizations. I also learned to use R, where I produced an interactive, color-coded map showing staff ethnicity distribution, providing a compelling visual to represent the data's insights.

### Project 2: Active Bystander Training Feedback Analysis

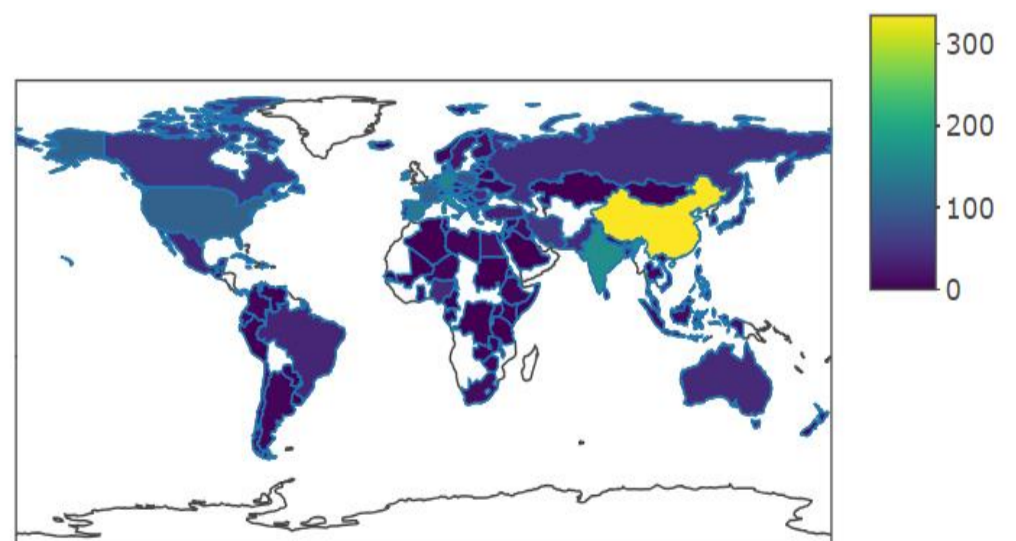
In my second project, I analyzed both quantitative and qualitative feedback from the university's Active Bystander Training program. This required rigorous data cleaning and transformation. I utilized AI tools and personal thematic analysis to categorize responses, which highlighted participants' experiences. My analysis and reporting helped summarize training outcomes and provided insight into future improvements.

## Findings

- **Protected Characteristics:** Identified demographic trends among staff, with results presented to university staff, making the data accessible to those unfamiliar with data analysis.
- **Survey Feedback on EDI Training:** Found that the Active Bystander Training had a positive impact on participants' attitudes and behaviour. My presentation of both quantitative and qualitative data underscored the program's effectiveness and areas for improvement.

## Key Skills Learnt

- **Data Sensitivity & Protection:** Gained experience in handling sensitive information by applying confidentiality measures in Excel.
- **Data Visualization:** Created clear, audience-friendly charts and interactive visuals using Excel, R, and Power BI. Learned the importance of color-blind-friendly design for accessibility.
- **Coding:** Basic proficiency in R and Python, enhancing my data visualization capabilities and giving me confidence in using coding languages for complex analysis.
- **Soft Skills:** Improved my confidence in public speaking, managing audience interactions, and answering challenging questions on data quality. Collaboration and communication flourished, particularly in adapting based on feedback.



My favourite achievement: learning how to create an interactive, colour-coded map using R which would provide the staff data for ethnicity when the cursor hovers over a country.