

Organizational Profile

The University of Virginia (UVA), is a public research university in the Commonwealth of Virginia. UVA was founded in 1819 by Thomas Jefferson. It is classified as a *Research University with Very High Research* by the [Carnegie Foundation](#), and is considered Virginia's flagship university by the [College Board](#).

The university's current strategic plan, The Cornerstone Plan, was developed over the course of 16 months in 2012-2013. President Teresa Sullivan led a comprehensive planning process that involved and solicited input from over 10,000 people including faculty, staff, students, alumni, the Board of Visitors, parents, community members, and friends of the University. In November 2013 the [Board of Visitors approved](#) the strategic direction outlined in [The Cornerstone Plan \(PDF\)](#). This direction is presented in five "pillars" and each pillar contains multiple "strategies" for implementation. Progress on implementation of each of the pillars and strategies is recorded on the [Cornerstone Dashboard](#). Our proposal directly advances Pillar II, "strengthen the university's capacity to advance knowledge and serve the Commonwealth through development of research, scholarship, creative arts, and innovation."

The University is made up of 12 schools with 22,800 students and 16,800 faculty and staff, and while the majority of students hail from Virginia, in 2016-2017 31% of UVA students were from out of state and 9.2% of all enrolled students were non-US citizens, reflecting the global nature of UVA's community. As a public university, UVA serves the State of Virginia, but also a broader global community of students and scholars.

Aligning itself with the University's mission, the University of Virginia Library strives to be a central and responsive partner in the research, teaching, and learning priorities that define the University experience. We're dedicated to diversity, innovation, collaboration, and a process of continuous improvement. A system of 10 physical facilities, the Library curates a collection of over 5 million volumes, 600,000 electronic books, 180 e-journals, and a large Special Collections. 220 staff and a budget of 36.1 million dollars (2017) support the Library's activities, which include research instruction and consultation, acquisition, preservation, and research and development.

The UVA Library has a reputation as a leader in digital scholarship and has supported it in a variety of forms for more than 20 years. UVA was one of the earliest American institutions to focus on digitizing books and manuscripts for access and research through the UVA Electronic Text Center (1992–2007). The Geographical and Statistical Information Center, GeoStat, was opened in the late 1990s, and expanded the library's support by providing assistance for social science data analysis and digital mapping technology. In 2007, the Library opened the [Scholars' Lab](#) as an incubator for digital humanities scholarship. The [Research Data Services](#) department (RDS), formed in 2013, added support for researchers contending with the challenges of "big data". The Scholars' Lab and RDS are complemented by a number of library units including [Libra](#), UVA's institutional repository; a [workshop series](#) that supports digital scholarly methods; and the [Digital Production Group](#) that is responsible for creating and preserving rare and unique holdings of the university library.

Strategic Plan

The University of Virginia Cornerstone Plan

The university's current strategic plan, The Cornerstone Plan, was developed over the course of 16 months in 2012-2013. President Teresa Sullivan led a comprehensive planning process that involved and solicited input from over 10,000 people including faculty, staff, students, alumni, the Board of Visitors, parents, community members, and friends of the University. In November 2013 the [Board of Visitors approved](#) the strategic direction outlined in [The Cornerstone Plan \(PDF\)](#). This direction is presented in five "pillars" and each pillar contains multiple "strategies" for implementation. Progress on implementation of each of the pillars and strategies is recorded on the [Cornerstone Dashboard](#).

The five pillars identified in the Cornerstone Plan are:

- 1. Enrich and strengthen the University's distinctive residential culture
- 2. Strengthen the University's capacity to advance knowledge and serve the Commonwealth of Virginia, the nation, and the world through research, scholarship, creative arts, and innovation
- 3. Provide educational experiences that deliver new levels of student engagement
- 4. Assemble and support a distinguishing faculty
- 5. Steward the University's resources to promote academic excellence and affordable access

As it implements strategies in this plan, the University will observe the following principles: "We will welcome opportunities to serve the Commonwealth. Starting with the Virginia Higher Education Opportunity Act of 2011 (Top Jobs 21),¹⁵ we will take steps that advance economic development and quality of life in the Commonwealth." (Cornerstone, p.13)

One of our partners in this grant, the Initiative for the Redress of Inequity Through Community Engaged Scholarship, has been funded as part of an effort to establish [pan-University institutes](#) that support and enhance the University's strategic plan. The Initiative's "seeks to produce high impact, interdisciplinary scholarship that addresses systemic inequities through community engaged research. Further, this initiative will develop ways to translate its research into interventions that concretely contribute to repairing historic inequities, broken trust, and trauma experienced in places where leading research universities can apply their considerable intellectual and other resources to educate students, disseminate knowledge, and collaborate with communities to build just, sustainable, and democratic institutions, that support an equitable society."

The alignment of our project with the stated goals of the Initiative demonstrate a clear alignment with resourced areas of priority for the University.

UVA Library's Organizational Strategy

The UVA Library has recently reorganized in an effort to more flexibly support the University's mission and goals. In the reorganization, areas of the Library's public services division were aligned under the heading of "Academic Engagement." The Library's reorganization manifesto, entitled "[The University Library: Entering its Third Century](#)" was drafted by Library administration and published in June

2016. It contains the strategic directions of various library divisions. For "Academic Engagement," which houses the majority of the members of this grant team, strategic directions are:

- Strategically establish or expand expertise and programs to support new teaching and learning initiatives, in concert with the changing culture of teaching across Grounds
- Closely align efforts with institutional goals to strengthen our distinctive residential culture and provide educational experiences that deliver new levels of student engagement
- Strengthen and coordinate teaching and learning efforts across the Library, anchoring them in assessment and pedagogical expertise
- Enhance the Library's centrality to new University research priorities and initiatives through expanded support and deeper collaboration with UVA partners
- Deepen subject and methodological expertise across the Library by developing a culture of R&D that strengthens our ability to contribute to the research, scholarly, and artistic enterprise of the University
- Promote the University's rich scholarly and research output by filling the Library with bold advocates, expert educators, and well-informed developers of open access/open source platforms, practices, and strategies
- Help reinforce exhibits and events as public presentation platforms for University scholarship

Our proposal to build community capacity through the creation of an equity atlas touches each of these strategic directions for Academic Engagement through its collaborative structure, support of the IRICES initiative, creation of student work and research opportunities, research approach, open access advocacy, and promotion of University (and community) scholarship. It is also clearly aligned with Pillar II of the University's cornerstone plan in its desire to serve our region within the Commonwealth of Virginia, and to advance quality of life therein.

Narrative

The University of Virginia Library seeks \$148,661 over two years to build the foundation of a collaborative [Regional Equity Atlas](#) for the Charlottesville region. Equity Atlases visualize geospatial data related to disparities in education, transportation, health, and other areas of social well-being. Through high quality maps and data, they do the work of "[illuminating a community's geography of opportunity](#)."

There are several [existing Equity Atlases](#) which serve regional and national needs. While the Regional Equity Atlas for Charlottesville will be modeled after these, it will differ in key ways that reflect the core values of Library, Archive and Museum (LAM) institutions. Through partnerships with local governments, nonprofits and community-based organizations, and University faculty, we will develop a data and policy tool to promote an equitable community. Our vision for a Regional Equity Atlas is one in which the community is empowered through collective vision and joint ownership. Inclusive of the voices, needs, and research of smaller organizations as well as central decision makers and leaders, we will partner with our community to prioritize equity indicators and increase organizational capacity around data collection, use, and sharing. A collaborative Regional Equity Atlas will enable access to evidence, community education, policy advocacy and creation, and interregional cooperation in the redress of inequity. Moreover, the process to create the Atlas will build our community's capacity to generate and openly share data related to local inequity. Grant funding will allow us to support the community's work on the equity atlas with funds and human resources as we leverage the Library's expertise to serve our region.

Statement of Need

The University of Virginia (UVA) is located in Charlottesville, Virginia, a city frequently cited in the popular press as one of the "[best places](#)" to live. This designation notwithstanding, our region is burdened with inequities. 25% of Charlottesville's families do not [earn enough to be self-sufficient](#) despite a median income of over \$68,000. 18% of our residents live with [food insecurity](#), compared to 12% statewide. Our social mobility rate for poor residents is "[among the worst in the country](#)." A study of [income inequality](#) finds the Charlottesville metro area is the most unequal in Virginia. [The Racial Dot Map](#) created by a UVA scholar highlights the continued and marked racial segregation in our city and region, one that intersects with and amplifies ongoing inequities in wealth, housing, policing, health, and education. The [infant mortality rate](#) is nearly three times higher for black families than white; high enough to make the city eligible for a federally qualified health center a mile from the [top-ranked hospital in the state](#). In a study of [racial achievement gaps](#) among thousands of school districts nationwide, Charlottesville was one of 20 districts with the largest black-white achievement gap. If Charlottesville is among the country's "best places," the question is, "for whom?" Certainly not everyone.

Charlottesville's regional inequities became even more evident in the wake of the tragic events of August 2017. Following the violence and anger that surrounded the white supremacist "Unite the Right" rally, our city rose to international notoriety as a symbol of the enduring power of racism in the United States. Since August, our community has faced the challenge of examining what it means to rededicate ourselves to equity and diversity. Many individuals and organizations have mobilized,

shedding light on the ways we have failed, forgotten, or falsified our community ideals. What the larger community of Charlottesville, including the University and its partners, needs is actionable data that will drive change.

The University has not traditionally enjoyed a reputation as an engaged and responsible community partner. In fact, some local residents refer to UVA as “the plantation,” because of the legacy of slavery they continue to see perpetuated in community-university relations. The University has recently begun to document and grapple with its own past as a locus of injustice and discrimination with the [President's Commission on Slavery and the University](#) (2013) and the newly-announced [President's Commission on the University in the Age of Segregation](#) (2018). Acknowledging the institution's complicity in and promotion of racial and other inequities is one step toward reconciling the University's relationship with the community. The UVA Library can take the next step on the path to reconciliation by actively engaging in building solutions that address those inequities.

A region composed of mid-sized cities and rural counties such as ours does not possess sufficient capacity to generate needed analysis. Charlottesville City officials have expressed frustration with their lack of in-house policy analysis, as it impedes equitable decision-making and limits the use of certain tools to fight discrimination. For example, without an economic disparities report, cities in Virginia cannot explicitly encourage minority-owned business procurement. Nonprofit organizations are similarly hampered. Local youth-serving organizations, for instance, are challenged by an absence of infrastructure and resources, both to conduct rigorous evaluations of their activities for program improvement and to share information about the youth they serve with other charitable agencies. A group of local youth service providers are currently working with a UVA center in the School of Education to explore the development of shared metrics for collection and mapping, a goal that the Equity Atlas would facilitate. Collective sustainability efforts are constrained as well. Citizen science has become ubiquitous in the natural sciences as a set of best practices to collect environmental justice-relevant information, but such civic-minded citizens also need infrastructure to coordinate and combine their efforts.

Although many regions now utilize Equity Atlases, few of them employ participatory research methods to gather or analyze their data. In a highly inequitable region like Central Virginia, we believe that taking a community-engaged approach to building a Regional Equity Atlas will lead to a better tool, enable collection of more informed data, reduce informational asymmetries, and promote wider (and wiser) usage by our aforementioned stakeholders. An Equity Atlas for the Charlottesville region will serve as a decision-support tool for future municipal policy creation, inform community leaders and foundations, increase transparency, and support advocacy by and for those who directly experience inequities. Highlighted as an example of "[what works](#)," an Equity Atlas will function as an online portal for data sharing and research dissemination, promoting awareness of the concentrations of problems and the role of geography in informing our understanding of both causes and potential interventions.

What's Proposed

Our project will create the foundation for an online Regional Equity Atlas that will be sustained, used, and valued by our community; built to address community priorities; and open to relevant data and

information from a wide variety of sources. With the Equity Atlas as our aim, we will do the difficult work of building community capacity to gather and share data related to regional inequity. To accomplish this, we will pair student facilitators with community organizations to undertake the work required to contribute to the atlas. An expanding number of partnerships with University, government and non-profit organizations will inform and resource our work.

We recognize the effort required to create in true partnership, to establish necessary trust, and to enable diverse perspectives, especially among populations who have long been unheard. During this grant period, we seek to further the community's collective understanding of needs; evaluate tools and practices to promote collection, sharing, and use of community data by stakeholders; provide and support opportunities to uncover existing data and gather new information essential to redressing inequity; begin development of an Equity Atlas; and pursue opportunities to sustain growth and enhancement of the Equity Atlas after the term of this grant.

To strengthen the impact of the Charlottesville Regional Equity Atlas, we will go beyond the framework's suggestion to select atlas content [based on current availability of data](#). Instead, we will support the generation of new open data by resourcing community organizations to conduct, organize, analyze, and share crucial information. We will leverage university resources (library expertise, student experiential learning, and paid student facilitators) to accomplish this. We recognize that some data needs will revolve around civic data; some will require combining community-generated data across multiple organizations or neighborhoods; and still other inequities will demand measures that have yet to be collected. The combination of these data sources – across time, space, levels of aggregation, methods of collection – will empower new insights and understanding, and will make the Charlottesville Regional Equity Atlas a model for other communities. Such data fusion requires expertise in metadata and linking, in GIS and digital technologies, in documentation and access. The UVA Library is home to a range of deep expertise which will serve these aims.

We are not alone in our desire to engage the University in this challenging work. The Library is pleased to have the support of the University's new Initiative for the Redress of Inequity through Community Engaged Scholarship (IRICES) as we embark on this grant. IRICES is a Pan-University collaborative of faculty with considerable experience directly engaging in Community Based Participatory Research and pedagogy with communities considering structural inequity and racism, including in the areas of law, housing, land use, sociology, public health, education, nursing, creative practice, youth development, and public policy/public discourse. IRICES seeks to “produce high impact, interdisciplinary scholarship that addresses systemic inequities through community engaged research,” and will inform and enhance our work throughout this grant. The principals reflected in our partnership directly align with the core values of The American Library Association (ALA), which lists equity of information access, democracy, diversity, the public good, and social responsibility as core values of librarianship.

More important, we will collaborate with the community to advance our shared vision. Our key partners, the City of Charlottesville, the United Way Thomas Jefferson Area, and SmartCville, each bring additional assets to the project. The City of Charlottesville brings a wealth of civic data, expertise in their own open [data portal](#), and deep engagement in community work around human rights and social wellbeing. The [United Way \(Thomas Jefferson Area\)](#) brings over 50 years of studying and working

with community equity issues, and a rich network of nonprofit partners with whom they collaborate to improve self-sufficiency, school readiness, and community health in the Charlottesville region.

[SmartCville](#) is a “citizen-driven organization that promotes the use of technology to make cities better places to live”. Their [projects](#) include open data initiatives and advocacy. Our proposal also has the support of The [Aduvans Foundation](#), a private foundation focused on combating climate change in Virginia and advancing early childhood (ages 0 to 5) education and wellbeing in Central Virginia. The [Aduvans Relief Fund](#) provides operating support to nonprofits focused on the food insecurity, affordable housing, and healthcare and mental health challenges of Central Virginia.

To build this resource collaboratively requires attention to capacity building and culture change within community and nonprofit organizations. The nonprofit sector has seen increasing calls for the need to [cultivate the skills and resources](#) to create, collect, access, and use data, either within organizations or through partnerships. In short, communities need greater data literacy. The UVA Library and University will work to increase data capacity within the community to ensure interested partners can contribute to and use the Equity Atlas tool. Through dialogue with community partners, we will identify the most pressing skill gaps and develop a call for proposals to support organizational data capacity. Grant funds will be used to offer training, support and mentor students to work with organizations, and provide compensation to offset the time burden of partnering with students, staff, and faculty, as practical steps to expanding data competencies. Local organizations exhibit a range of data needs: a better understanding of what they already generate and what is already available elsewhere, platforms and instruments to ease the collection of new data, support for organizing and documenting their data for accurate analysis, knowledge of data presentation and mapping, storytelling with data, and practices for sharing data for our collective benefit. The University develops such data knowledge among students through curricular and research efforts; the Library offers consultations and workshops in these skills. Supporting our community around these same capacities is key to our proposal and falls naturally in our realm of expertise.

Leaders and organizations in our community have begun actively working to implement and measure collective impact around inequity, and shared understanding of data has been central. Our efforts align with this momentum and will provide additional resources, attention, and infrastructure to support future work. For example, the City of Charlottesville recently launched an [open data portal](#) to increase transparency and citizen engagement. A local nonprofit, [SmartCville](#), has begun to host training and hackathons to promote civic innovation around this open data. The [Agency Budget Review Team](#) (ABRT), a body that reviews community agency funding requests to the City and County governments, has tasked a committee with identifying local metrics to aid in awarding funds and assessing outcomes. The ABRT worked with a consultant leading a UVA Policy Lab to team with stakeholders and provide recommendations. An Equity Atlas will provide more support and transparency for such community metrics. Momentum around collective impact and data sharing is building in community sectors throughout the region. The Thomas Jefferson Area Coalition for the Homeless (TJACH), created to coordinate regional resources and services to combat homelessness, has standardized data collection to produce better information for the sector and now serves as the data clearinghouse for homelessness interventions. They're currently working on data sharing plans with the hospital and prison systems to generate more systemic understanding. The Charlottesville Area Community Foundation has recently initiated a plan to provide system level grants for collective impact, as well. As

more local organizations shift to data collaboration for collective impact, a Regional Equity Atlas will sustain ongoing initiatives, motivate and subsidize new efforts, and contribute to community capacity.

Similarly, there is growing momentum around capacity building in low-income neighborhoods. The Charlottesville Public Housing Association of Residents recently received a grant from a UVA philanthropy class to begin a strategic planning process to support the advocacy efforts of residents of public housing. Residents of Friendship Court, Project Based Section 8 housing, are working with the Piedmont Housing Alliance and a community organizer to help strengthen the voice of residents. Habitat for Humanity of Greater Charlottesville works with the Southwood Mobile Home Park to build resident engagement and facilitate resident-led design teams for the community. Work around the Regional Equity Atlas will build from and add to these capacity-building initiatives to provide additional ways for lower income populations to advocate for themselves, ensuring that their concerns and challenges are represented in equity metrics, and supporting their use of new tools.

Impact

LAMs collect, preserve, and make accessible materials intended to inform and inspire their communities. They also possess expertise in information trends, systems, and tools. Our project will leverage both collections and expertise to bring communities together and bolster the assets of civic and community organizations. Working in tandem with efforts by the City of Charlottesville, SmartCville.org, and others, the UVA Library will engage the community in harnessing the power of open data to explore and redress inequity. In partnering with community organizations that serve on the front lines of equity issues, we will explore the ways in which our library can contribute to community initiatives and help build community capacity for future collective impact efforts. As an agent of a University that is often seen as a driver for local inequity, this project represents an opportunity to critically examine the role that our Library should have in the community.

The Library has collected documentation about the Charlottesville region throughout its history – but collection efforts have rarely been focused on local data and community engaged scholarship. This project offers an opportunity to direct outreach efforts to faculty and students whose work generates information that could benefit local equity initiatives. In examining our own collection priorities, this project requires the Library to rethink the potential of its collections to impact current local community issues. It also demands that the Library contextualize the expertise of its staff as assets that can and should serve the broader regional community in which we work.

To effectively work with community members from across the spectrum, including marginalized communities, LAMs must be sensitive to the challenges of bringing together those most affected by inequities with those in power. Community empowerment building by local organizations is already underway, but for University entities to effectively partner requires an acknowledgement of the imbalance of power and resources that often undermine university-community relationships. A successful collective impact initiative to enhance access to equity data requires sustained community involvement—especially of those most impacted by inequity. Those community members are also those least able to give their time and expertise freely, and they are often the least trusting of collaborative efforts led by "outside" institutions. Our use of the data-driven collective impact model will be informed by a [Trauma-Informed Community Building](#) (TICB) approach. TICB provides a

framework for acknowledging and addressing key challenges of working across inequity, such as lack of trust and social cohesion. In partnership with IRICES, we will employ a TICB framework to inform all of our activities.

The success of our grant will involve multiple outputs designed to impact the community. Key among these are:

- Documentation to support an open data culture among Charlottesville equity advocates that acknowledges limits of funding, time, and other assets
- Datasets and research around regional equity that are discoverable and accessible by the public
- Increased organizational capacity for sharing data within the local nonprofit community
- A prototype equity atlas that visualizes and contextualizes equity data for our region

These outputs are in service of our desired outcomes: new relationships between the Library and our community; better information and understanding of inequity within the community, and increased capacity for collaborative impact work between stakeholders. Ultimately, our goal is to reduce inequity. The impact of equity atlases across the country, explored at regionalequityatlas.com, indicates that our work could raise awareness of equity issues, influence funding, and “inform policy decisions that ensure all are able to thrive.”

Many of the cities and towns where social and economic inequities flourish are also home to some of the [nation’s most prestigious research universities](#) and libraries. The UVA Library has the opportunity to lead our peers in redefining the way Academic Libraries engage in their communities. In doing so, we will model the way in which LAM’s can serve as backbone institutions for efforts of collaborative impact, channel expertise to build the capacity of our partners, and live our values of diversity and transparency.

Project Design

This initiative employs a collective impact model to put open data into the hands of the Charlottesville area community. The project will identify and map current assets, enhance access to existing data, build capacity for the collection of new data that meets identified needs, develop the foundation of an Equity Atlas that can serve as a sustainable locus for regional equity data, assess the impact of our work, and provide a model for other LAM institutions to expand upon.

The primary currency of the University is research, and the Library holds a wealth of expertise surrounding the creation, storage, and dissemination of information. At the University of Virginia, the Library includes the Scholars' Lab, which supports research related to digital humanities and geospatial research. The Library also includes the Research Data Services department, which supports data discovery, analysis, management and sharing. Academic librarians have expertise in open resources for research collection, collaboration, preservation and sharing.

Through our partnership with IRICES, we will effectively leverage these assets to a wider impact. Faculty in IRICES hold deep expertise in social justice and community engagement practices. Many of them have established relationships with community organizations working to improve social

wellbeing in our region which will help us to connect with stakeholders. In addition, these faculty are capable of directing student activity toward the goals of this grant -- using experiential assignments to generate and analyze data that can populate the Equity Atlas.

Throughout this project we will explore multiple research questions:

- What role can the University of Virginia Library play in redressing inequity in our region?
- How can a TICB (Trauma-Informed Community Building) model be employed in the promotion and creation of open data initiatives and to improve data-driven collective impact?
- What role can open data have in catalyzing action to redress inequity?
- How can Universities ethically engage with the community on collective impact collaborations?
- Can partnerships between LAM institutions and local organizations increase the creation and use of open data in a community?
- How can community-engaged research open up new lines of data collection and improve the quality of the data collection and analysis?

The community's expertise as the "front line" in the fight against regional inequity is essential to our work and cannot be undervalued. Acknowledging that the majority of organizations fighting inequity are understaffed and under-resourced, we will not rely solely on "volunteered" time and efforts. Instead, we will offer key community partners contracts for the labor they will provide for the benefit of this project and the Equity Atlas. After identifying crucial indicators to be represented in the Equity Atlas, we will issue an RFP for organizations to consult with us, organize and analyze their data, collaborate on new data, or otherwise contribute to the project. Successful contractors will work with faculty, library staff, and student facilitators to fulfill their contributions, while building knowledge and capacity to continue contributing in the future.

Our activities will be focused on five areas throughout the course of the grant. A more detailed schedule of these activities is available in the Schedule of Completion.

Activity Area 1: Determining and prioritizing the data needs of NGOs and CBOs related to regional inequity

- A. Review articulated needs from past community listening sessions (months 1-2)
- B. Conduct additional interviews and listening sessions (months 2-8)

Our intention is to work with IRICES and our core community partners to engage the broader community throughout the course of the grant. IRICES has already begun to gather local nonprofit leaders and equity advocates in an effort to generate ideas for "collaborative research for action." Our grant will build on the work of identifying key opportunities for research needed to fuel collaborative equity interventions. Through listening sessions, focus groups, and interviews with those doing equity work, we will map community assets related to the following:

- What regional equity issues are priorities for access to rich, shared data?
- What organizations have relevant data, but lack the resources to analyze/share it? What interventions could increase that capacity and allow them to contribute to an Equity Atlas?

- Where can the University direct research resources (including student labor) to collect needed data for the community (and the Equity Atlas)?
- What resources would the community require to sustain an Equity Atlas over time and ensure its continued utility?

Activity Area 2: Evaluating available tools that can empower nonprofits to gather, use, and share equity data more effectively

- A. Deepen our understanding of the network of national and international resources and organizations surrounding open data for cities and nonprofits. Map the assets those organizations provide, including data management services, grants and funding opportunities, educational resources (months 2-4)
- B. Generate resource guides that can inform community partners and contribute to sustainable data sharing workflows for under-resourced organizations (months 2-5)
- C. Conduct a Data Inventory, using the [Data Inventory process](#) defined by the Living Cities initiative as a core piece of our needs assessment and asset mapping. We plan to adapt the inventory to collect greater detail on the format of existing data, in order to assess areas in which organizations might require assistance in reformatting data to contribute to the Equity Atlas (months 3-6)

Activity Area 3: Enhancing opportunity and capacity for organizations to gather, analyze and share data essential to redressing inequity

- A. Exploring a "[science shop](#)" model for directing University research to meet the needs of local equity organizations (throughout)
- B. Call for proposals from local organizations to contribute to the Equity Atlas (periodically, every four months)
- C. Deploy student facilitators to build community skills and capabilities related to sharing their data, including working to gather, reformat, document, and license data, and/or to create and revise data management plans and procedures (throughout)
- D. Provide workshops for the community on tools and methods of data management (months 6-12) and contributing to or using the Equity Atlas (periodically, summers)
- E. Additional calls for proposals from community partners, including solicitation of experts to create narratives around equity themes represented in the atlas (months 12-24)

Activity Area 4: Exposing data that currently exists but is hard to access (including, but not limited to, data owned by and/or created at the University)

- A. Undertaking a campaign to engage faculty and students in depositing community-engaged scholarship and data into the Library's institutional repository, including the development of relevant documentation, workshops, and sponsoring upload-a-thons (throughout)
- B. Improving documentation and interoperability of the Library's mechanisms for collecting and sharing data and geospatial information, especially the institutional repository and GeoBlacklight (months 1-12)

Activity Area 5: Creating the foundation for the Charlottesville Regional Equity Atlas

A. Applying [minimal computing](#) approach to the design of an Equity Atlas (throughout)
 [Additional detail on the technical development of the Equity Atlas is available in the supporting documentation]

We will use multiple tools and metrics to monitor the project’s progress and evaluate our accomplishments, referenced in the table below. Briefly, we will rely on formal and informal feedback based on interactions with stakeholders, level of engagement among partners, and participation in and assessment of meetings, programs, and workshops; metrics on growth in available data, use of resources, and participation in community-engaged research; and organizational self-evaluation of capacity around data collection, sharing, and use.

Project Activity & Outputs	Outcomes & Impact	Metrics & Assessment
Convening community in TICB-informed listening sessions and focus groups	- Improved community/Library/University relations and trust	- Community feedback - Continued willingness to participate and partner
Completing and sharing a data inventory for priority research areas	- Contribute to a shared understanding of existing data - Provide a model for future asset mapping	- Use and citation metrics - More available datasets are accessible; more aspirational datasets become available
Building capacity of organizations to gather, organize and share their data	- Cultural valuation of open/shared data - Increased participation in data sharing	- Increase in available data from local organizations - Use and citation metrics for resources - Workshop/event attendance - Community feedback on partnerships, documentation/resources and workshops
Increasing availability of University owned/generated data	- Improved community/Library/University trust - Empowering data-driven decision making - Modeling values of open access - Facilitating collaboration and deeper research efforts building on existing data	- Download statistics - Citation metrics - Increased submission to Institutional Repository
Establish early proof of concept for a " Science Shop " approach to community-engaged scholarship in the curriculum	- Building student capacity for civic/community engagement - Providing a model for community-driven engagement through coursework	- Course assessment - Community and University buy-in to the model

In promotion of transparency, we will document our processes and share our materials throughout our work, making them publicly available for LAMs, nonprofits, and community members alike. To increase

awareness and invite involvement with the Equity Atlas and participatory research, we will post updates on the [Scholars' Lab blog](#) and other institutional sites and establish a twitter account to report on project activities and progress. We will seek feedback through the [Charlottesville City Open Data discussion forums](#) and disseminate updates through our partner organizations to reach those most impacted by inequity, as well as those most involved in advocacy, service provision, and change. Examples of this include the United Way Thomas Jefferson Area twitter and blog. To ensure that our work can serve as a model for other LAM institutions as well as other colleges and universities, we will seek out publication opportunities to report on this project and its impact. We will particularly target Open Access publication opportunities and seek to deposit Open Access pre-publications into the University of Virginia institutional repository whenever opportunity allows. Finally, we plan to share this work through conference presentations that target a range of audiences, including libraries and community-engaged scholars.