

Tempe

With What Works Cities certification in hand, the Tempe team joined the City Data Alliance aiming to elevate their existing efforts, discover innovative ways to use data to meet goals, and boost data literacy across their workforce.

Highlights

Created four administration positions focused on data, including Chief Data Officer, and hired Dr. Stephanie Deitrick, a January 2023 Bloomberg Cities Network [Innovator of the Week](#), in the CDO role.

Integrate new standards for the collection and use of disaggregated demographic data into the city's equity policy, including efforts to connect people experiencing homelessness to social services and housing.

Become one of the first cities in the world to create an [ethical artificial intelligence policy](#) aimed at evaluating potential community impact of AI technologies before they are used.

Created the city's first citywide data strategy, which prioritizes enhancing their data-savvy workforce and centering equity practices.

Background

Tempe joined the City Data Alliance with [Gold What Works Cities certification](#) and a track record of leveraging data analytics and performance-based budgeting to achieve city priorities such as ending opioid abuse and [ensuring safe roadways](#).

Leaders introduced a citywide data strategy to enhance data quality and provide a clear path for building internal data literacy and capacity, including developing guidelines for how to communicate with and about data, and how to reduce bias in the data lifecycle.

Mayor Corey Woods charged the senior team participating in the City Data Alliance to:

- Enhance their ability to make **data-informed decisions**.
- Reaffirm dedication to current data-focused efforts and **elevate work to the next level**.
- Discover new and innovative ways to **collect and create data** to meet goals.

Impact

The city indicated its intention to seriously upgrade its data capacity by creating the role of Chief Data Officer and hiring Dr. Stephanie Deitrick, a January 2023 [Innovator of the Week](#), for the position. The city also approved three new data positions in the FY24 budget, a senior programmer and two GIS and data analyst positions.

To center equity in data practices, Deitrick led efforts to develop Arizona's first [ethical artificial intelligence policy](#). According to Deitrick, "Aligning conversations around AI with Tempe values provides a path for innovation and using AI ethically and transparently, while creating value for the community."

Deitrick's team is collaborating with the city's Office of Diversity, Equity and Inclusion to integrate their standard for the collection and use of disaggregated demographic data into the city's equity policy, including efforts to connect people experiencing homelessness to social services and housing.

Tempe officials also prioritized enhancing their data-savvy workforce and centering equity practices as part of their citywide data strategy. Tempe's plan maps out milestones necessary to empower, mobilize, and invest in employees' ability to manage, use, and communicate with data for equitable and inclusive public impact.

"I want to make data literacy at a foundational level as common as cybersecurity training — and required for everyone from the mayor to the city council to the boots on the ground," [Deitrick says](#).

