Diversity Pilots Clearinghouse

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The Case for Rigorous Pilot Testing

Change is hard

We don’t know which of many new ideas will work

No one has all the answers

Hard evidence - generated through rigorous piloting - can help overcome hard problems
What is a Rigorous (Policy) Pilot?

Temporarily introducing a change in law or policy in order to learn from it using well-designed and well-implemented methods

The goal: learning and incremental improvement towards a goal - not perfection

Rigorous pilots can provide hard evidence of what works

Examples and Elements of Experimentation
Rigorous Piloting

Elements of a Rigorous Pilot
(abbreviated version)

M focus on what matters
A authority to implement a new strategy
T theory of Change - why do we think it will help?
T testing Strategy - how will we know if it has worked?
E valuation - who will help us evaluate?
R resources - what resources are set aside to carry out evaluation

Towards a Diversity Pilot Clearinghouse

Ideas to Pilot

Implementation

Learning & Dissemination
Towards a Diversity Pilot Clearinghouse

Ideas to Pilot

Implementation

Learning & Dissemination
## What Diversity Pilots Might Look Like

<table>
<thead>
<tr>
<th>Name Blinding Patent Applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inventor Harvesting Sessions among 13 Companies</td>
</tr>
<tr>
<td>Affinity Group Effects Across Countries and Cultures</td>
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Contact me if you’re:

- Curious about what works;
- Interested in collaborating with academics/companies on pilots or evaluation;
- Doing or wanting to do something that works and can scale.

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