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Data Democratization through Data Governance

Is Data Mesh, decentralization and federated structures the way to go?

Today's presenters and practical information

Thue Holm

Senior Business Consultant, Assistant Team Lead & Data Governance Lead

- Responsible for the data governance and data management capability in Inspari.
- +5 years of experience with data governance, working with both advisory and actual implementations.
- Experience from eBay, Schibsted, manufacturing companies, utility companies & companies from the financial sector.

Emil Emborg Thiel

Principal Architect, Assistant Team Lead

- Responsible for scope, design and implementation of data analytics solutions.
- +6 years of experience in building scalable solutions for both common reporting and data apps.
- Experience from the public sector, Retail, Manufacturing, Infrastructure, etc.

PRACTICAL INFORMATION

- ❑ This webinar will be recorded. Recording and slides will be sent after the session.
- ❑ Q&A – How-to and questions not answered during this session.
- ❑ Material in English for improved shareability.

Agenda

1. Finding common ground: Data democratization, data governance and the reaped value of each
2. There is no one-size-fits-all approach to data governance: Leverage the maturity model in designing your data governance program
3. Real-life implementations: Examples of implemented governance initiatives, their influence on operating models and a demo.
4. Q&A

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We each associate something different with "Data Governance"

- Data Quality
- Data Ownership
- Data Accessibility
- Data Interopera-bility
- Data Catalog
- Data Standards
- Data Security & Privacy
- Data Literacy
- Data Classification & Tagging
- Data Principles & Policies
- Master Data Management (MDM)
- Data Monitoring
- Data Maturity
- Data Compliance

Definitions are important in data governance – so let's start by defining "Data Democratization" & "Data Governance"

Defining Data Democratization:

Data democratization refers to the process of making data accessible to all employees, regardless of their technical expertise or position within the company. The goal is to enable a data-driven culture where everyone can leverage data to make informed decisions and drive business outcomes.

- Accessibility
- Usability
- Data Literacy
- Data Governance
- Empowerment
- Collaboration

Defining Data Governance:

Data governance is the process of managing the availability, usability, integrity and security of the data in enterprise systems, based on internal standards and policies.

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Comparing data governance to the traffic rules

Traffic Rules		Data Governance
Need for traffic rules There is a need for traffic rules in order to be able to drive safely	01	**Need for data governance** There is a need for data governance in order to be able to use data safely
Monitoring compliance to the traffic rules Monitoring is set up to check for compliance to the traffic rules	02	**Monitoring compliance to data governance rules** Monitoring is set up to check for compliance to the data governance rules
Non-compliance to the traffic rules Fees can be handed out and licenses can be revoked in case of non-compliance with the traffic rules	03	**Non-compliance to data governance rules** Fees can be handed out and (access) licenses can be revoked in case of non-compliance with the DG rules
Users get educated on the traffic rules Users get educated on the traffic rules before entering the traffic	04	**Users get educated on the data governance rules** Users get educated on how to use data and DG rules – preferably before entering the data ecosystem
Signs are used to guide the users Signs are used in the traffic to guide the users and indicate appropriate behavior	05	**Signs (metadata) are used to guide the users** Signs – metadata – are used in the data ecosystem to guide and inform the users

Data governance consists of many subtopics

- Data Quality
- Data Ownership
- Data Accessibility
- Data Interopera-bility
- Data Catalog
- Data Standards
- Data Security & Privacy
- Data Literacy
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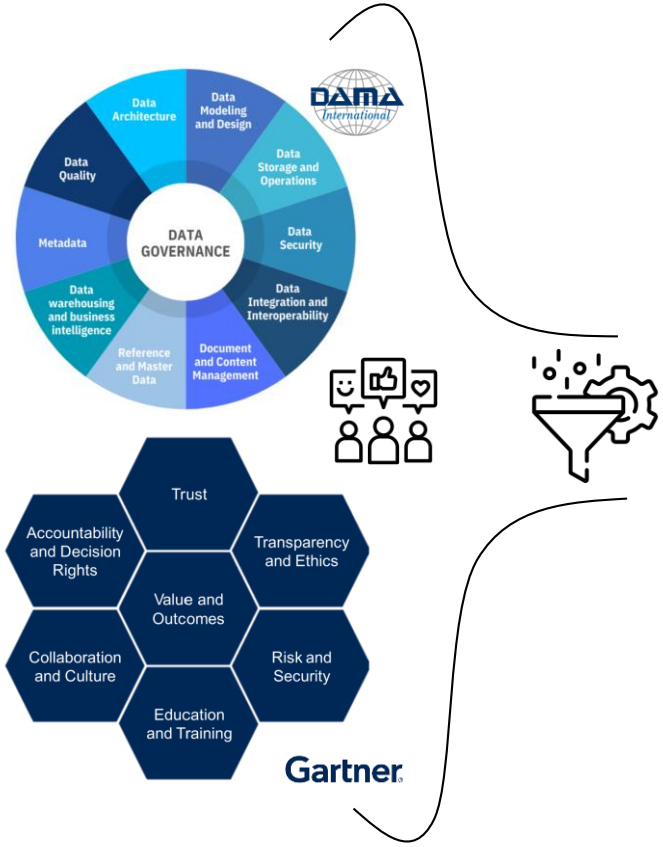
Introducing the Inspari-valantic framework for data governance

Our developed data governance framework is primarily based on three elements: business-oriented governance, technical governance, and our field experience.

The business-oriented governance primarily originates from Gartner's recognized data governance framework, which, in our assessment, has a greater focus on the softer, business-facing elements.

The technical governance primarily originates from DAMA's data governance framework, which has a greater focus on the technical elements.

Our experiences with data governance from the field supplement Gartner and DAMA's frameworks and help with nuancing.



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Breaking down an implicit framework into explicit initiatives

Governance Model & Organization	Data governance as-is assessment	Cost-benefit of data governance relevance	Leadership understanding of data governance vitality	Definition of long-term data governance vision	Defining federation & domain structures	Establishment of data governance committees	Definition of roles & responsibilities	Creation of a business glossary
Principles & Policies	Establishment of governance principles & policies	Data Architecture & Modeling	Process related to the inauguration of new policies	Process related to the changing of existing policies	Utilization of rulebooks and tagging plans	Stakeholder engagement	Establishment of data contracts	Policy communication & training
Data Quality & Monitoring	Monitoring and controls related to pipeline health	Data integration & transformation test controls	Monitoring of compliance to DG policies & MDM standards	Definition of Data Quality Metrics	Data Quality Reporting	Data Quality Incident Resolution	Agreement on Key Quality Indicators & SLAs	Data Quality Training & Awareness
Data Security, Privacy & Compliance	Access control designs (RBAC, etc.)	Data Classification	Row-Level Security (RLS) & CLS	Regulatory compliance (GDPR, BCBS 239, etc.)	Data Deletion Procedures (GDPR)	Data Masking & Anonymization	Data Retention & Disposal Policies	Security & Compliance Monitoring
Master Data Management	Engaging business stakeholders	Identification of Master Data entities	Determining MDM Implementation Style	Processes for inaugurating MDM standards through MDM Committee	Master Data Lifecycle Management	Roles, responsibilities and mandates of the MDM committee	Leveraging technology to control Master Data Entities	Continuous updating of the Business Glossary
Technology & Tooling	Data Catalog for data discovery	Metadata Management	Data Lineage	Data Classification & Labelling	Administration of Access Rights	Data Collection Tagging Plans	MDM Tooling	Tooling for Data Quality Reporting & Monitoring

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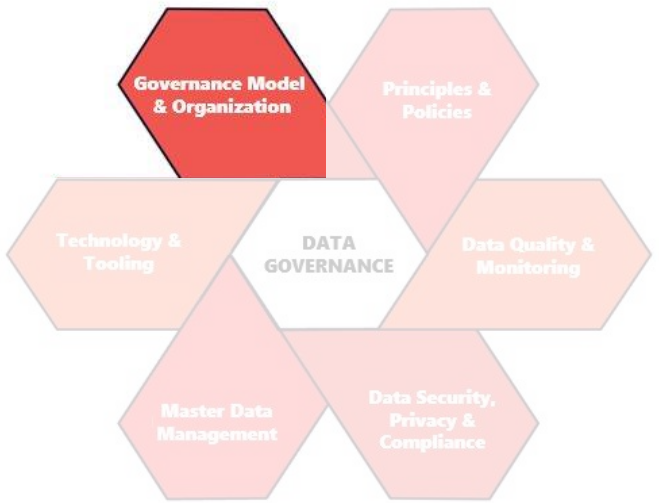
Let's design our DG program: Where do we begin?



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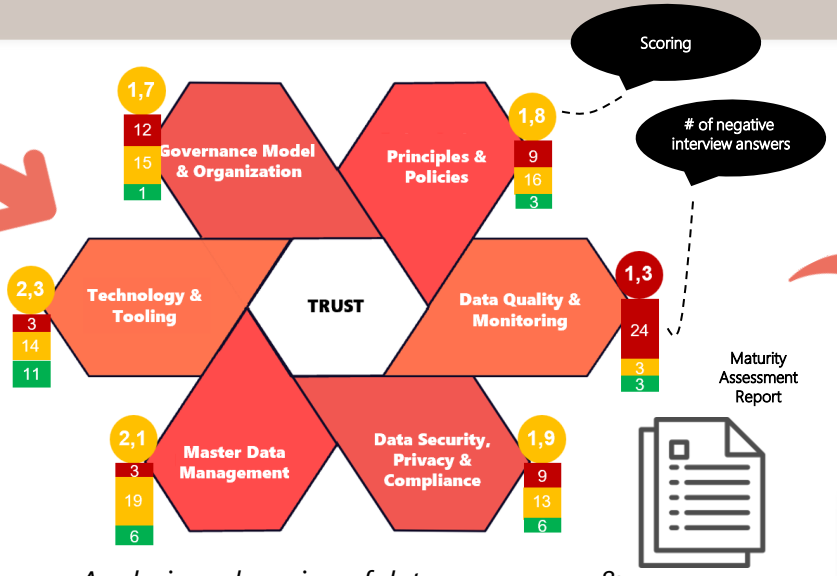
There is no one-size-fits-all approach to data governance

In choosing your data governance model, there are several relevant factors you need to consider.

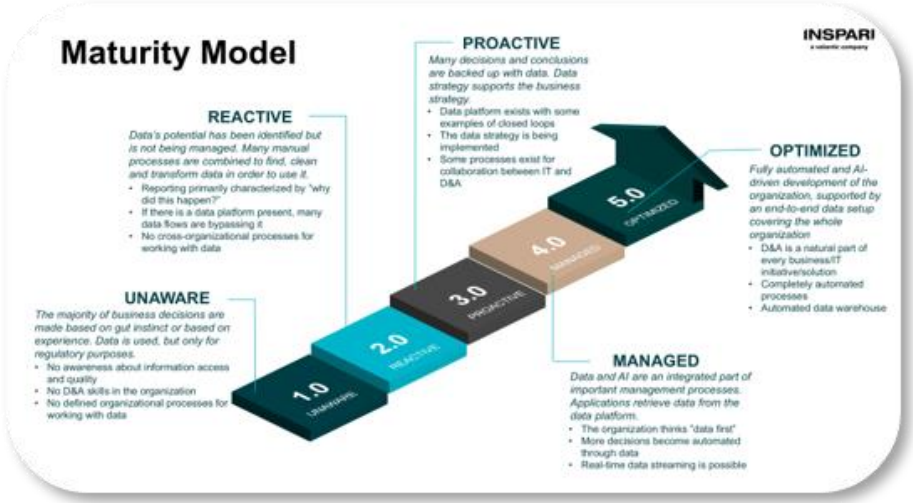
Data maturity and data governance readiness: First and foremost, one needs to consider the current state of the organization: What is the level of data maturity, how do current DG practices look and what are the typical pain points?

Centralization vs decentralization: Choosing the level of federation: Another essential thing to consider is the level of federation one plans for with their governance model. This will determine the level of autonomy experienced by end users.

Other factors: Business model, culture, etc.



Analysis and scoring of data governance & management as-is situation



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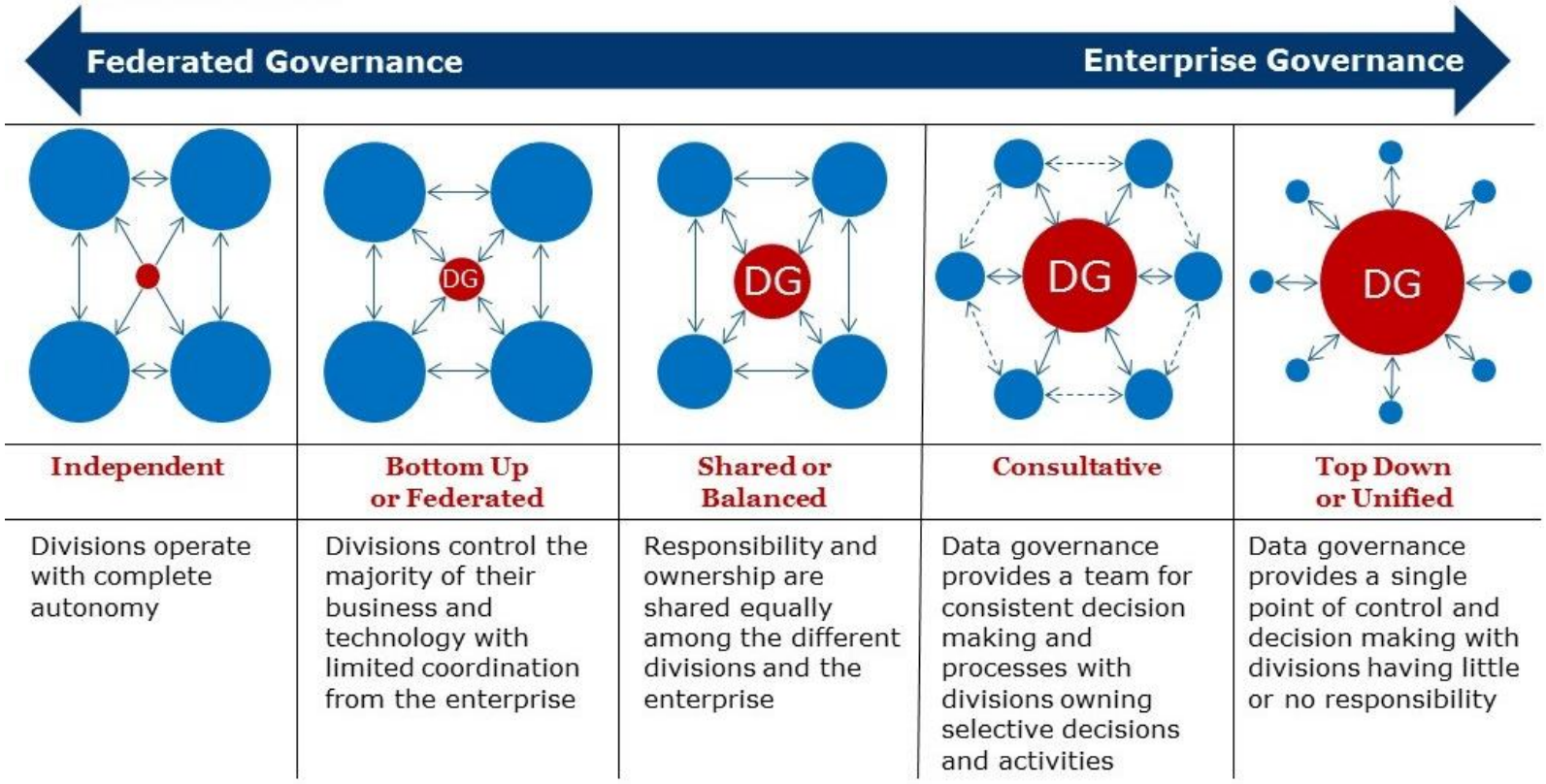

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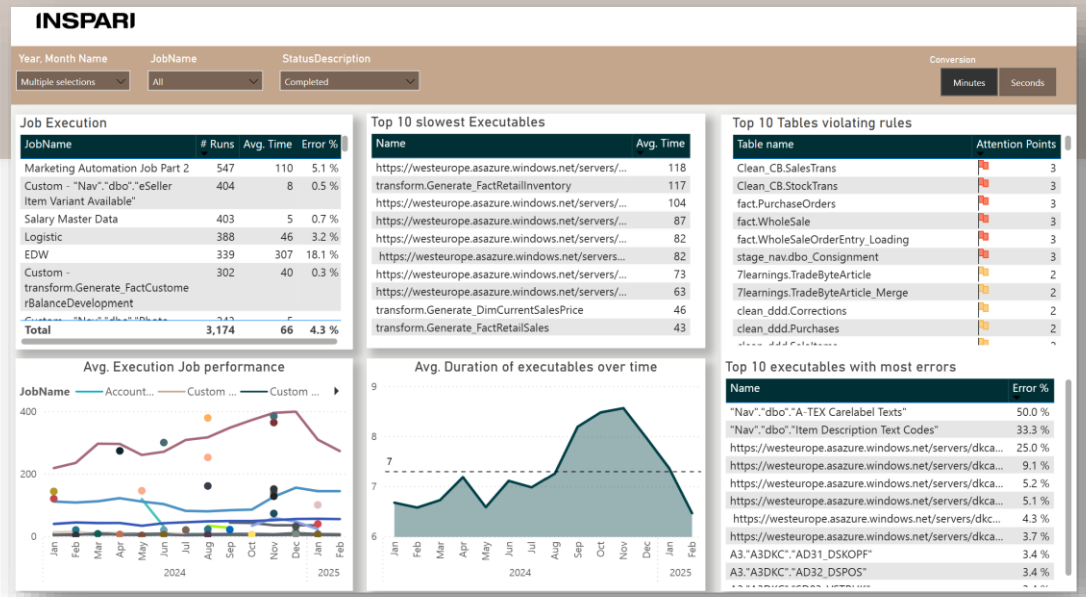
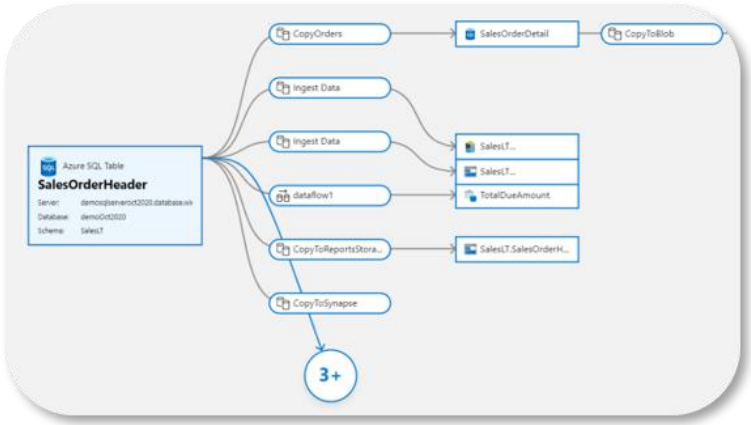
A selection of real-life implementations: War stories from the field





Data Governance Roles

Role	Responsibilities	Accountabilities	KPIs	Daily Tasks	Weekly Tasks	Monthly Tasks	Quarterly Tasks	Yearly Tasks
Chief Data Officer (CDO)	Define and oversee enterprise-wide data strategy, governance, and compliance. Align data initiatives with business goals.	Enterprise-wide data governance success, regulatory compliance, and data-driven value creation.	• Data quality index • Regulatory compliance adherence • Business value from data initiatives	• Review escalations & high-priority governance issues	• Align with business on data priorities	• Report governance effectiveness to execs	• Lead data governance audits	• Set yearly data strategy & investment
Data Governance Officer	Define and enforce data policies, controls, and best practices. Oversee governance frameworks.	Ensure adherence to governance policies across business and IT teams.	• % adherence to governance policies • Data policy violation incidents resolved	• Monitor data governance tools for compliance issues	• Meet with stewards & owners to review governance adherence	• Update governance playbooks	• Conduct governance maturity assessments	• Review and refine governance framework
Data Owner	Own business-critical datasets, define access controls, and approve changes.	Ensure data integrity, usability, and security for their datasets.	• Data quality score • Data security compliance • Number of unresolved issues	• Approve/reject data access requests	• Review data issues reported by stewards	• Ensure data changes align with business policies	• Participate in governance meetings	• Audit data usage & update ownership rules
Data Steward	Ensure data accuracy, consistency, and adherence to policies within a business domain.	Maintain data quality within assigned domain, resolve issues, and ensure governance compliance.	• % of data quality issues resolved in SLA • % of compliance adherence	• Monitor & correct data errors	• Work with owners on data quality remediation	• Provide feedback on data usage challenges	• Review data quality dashboards	• Conduct data cleansing initiatives
Data Custodian	Implements data security, access controls, encryption, and backup policies. Manages technical execution of governance rules and ensures compliance with regulations.	Ensuring technical enforcement of governance policies and security best practices.	• % of compliant data assets, access violation incidents, backup success rate.	• Manage access requests, monitor data security, enforce encryption, maintain backups.	• Manage access requests, monitor data security, enforce encryption, maintain backups.	• Audit access logs, validate compliance with governance policies, update security protocols.	• Audit access logs, validate compliance with governance policies, update security protocols.	• Audit access logs, validate compliance with governance policies, update security protocols.
Data Architect	Design enterprise-wide data models, integrations, and governance-aligned data structures.	Ensure data models, platforms, and infrastructure align with governance standards.	• % of systems with defined data lineage • Data model consistency score	• Validate data integrations	• Support new governance-aligned projects	• Review metadata completeness	• Evaluate new tech for governance automation	• Update enterprise data architecture strategy
Data Security Officer	Implement and monitor data security policies to ensure compliance with regulatory and internal standards.	Ensure data access, encryption, and security policies are strictly followed.	• % of security incidents resolved in SLA • Compliance with security regulations (GDPR, ISO 27001)	• Review and respond to security alerts	• Conduct user access audits	• Generate security compliance reports	• Perform risk assessments	• Update security policies based on new threats
Data Analyst / Data Product Owner	Ensure that governed data is effectively used for reporting, analytics, and AI/ML models.	Drive data utilization in analytics and maintain governance alignment.	• % of analytics reports using governed data • Adoption rate of data products	• Validate dashboards use quality-controlled data	• Support business teams in using governed data	• Conduct data reconciliation with source systems	• Review governance impact on analytics	• Define new data product standards
Data Compliance Officer (DPO)	Ensure data governance adheres to regulatory frameworks (GDPR, BCBS 239, etc.).	Minimize legal risk and ensure compliance with external regulations.	• % of non-compliance incidents • Audit pass rate	• Monitor regulatory updates	• Conduct compliance checks	• Report regulatory risks to execs	• Audit data retention & access controls	• Certify yearly compliance readiness

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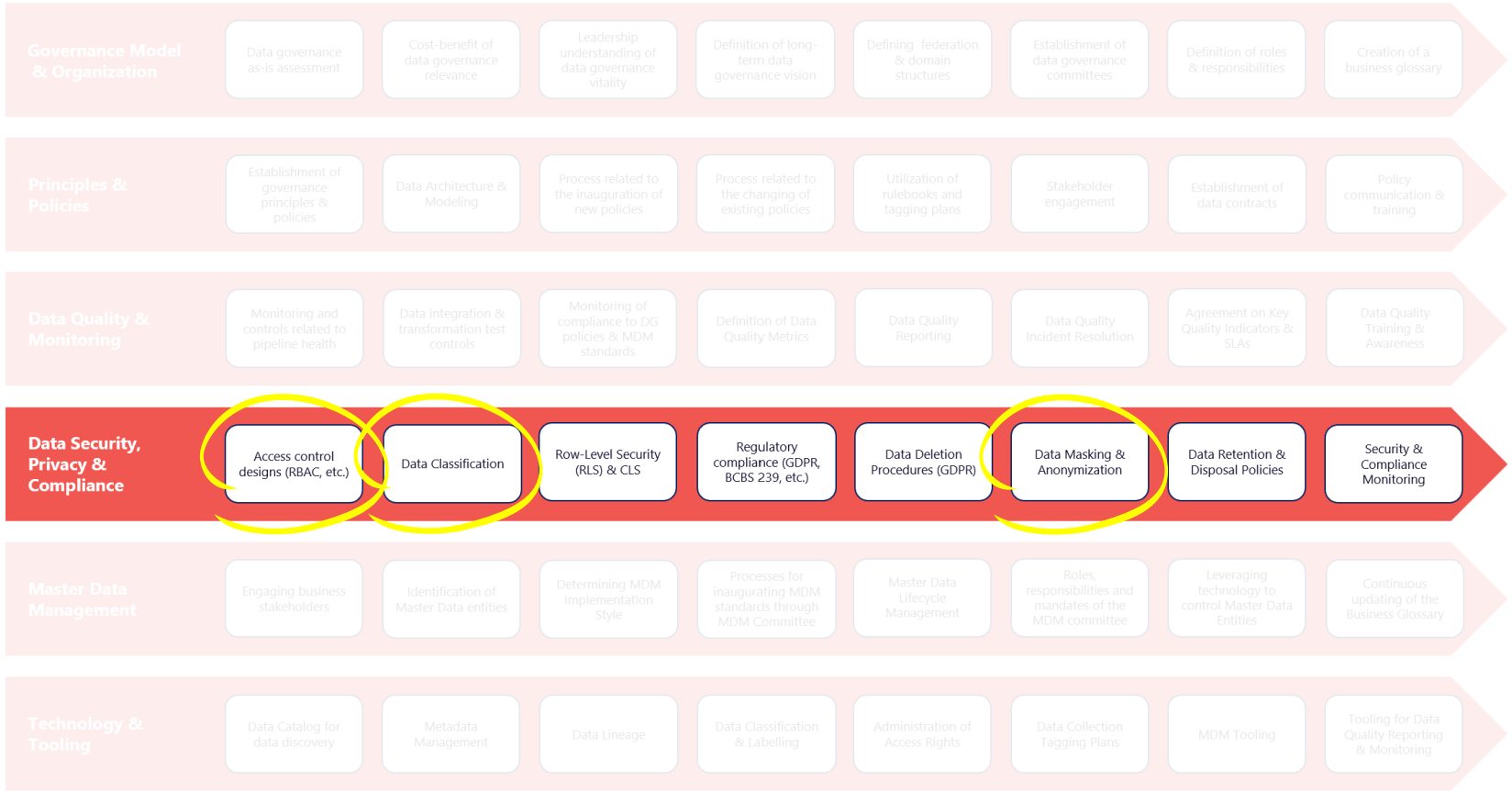
Deep dive
Enablement of Data Democritization through Privacy by Design



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But first, let's clarify the semantics of what we are talking about right now…

"Data Democritisation is the act of allowing the members of an organisation freely access, analyse and act on data is a simple and governed way"
Emil Emborg Thiel, March 2025; freely inspired by Thue Holm, March 2025

Privacy by Design

"Privacy by Design is nothing more than data protection through technology design". This can mean many things such as authentication, automated data classification and masking, etc.

Access Control

*The act of granting **authorization** to view data and other artefacts in a system. Can be managed through roles, priviliges, etc.*

Data Classification

*The act of **classifying** certain data objects (entities, attributes) as e.g. PII and based on that **expect certain behaviour** such as masking or other restrictionary actions.*

Data Masking and Anonymisation

*The act of **masking** data to "obfuscate" the actual value for the end user but not the service. **Anonymisation** is the act of obfuscating data in such a way that the original value cannot be retrieved.*

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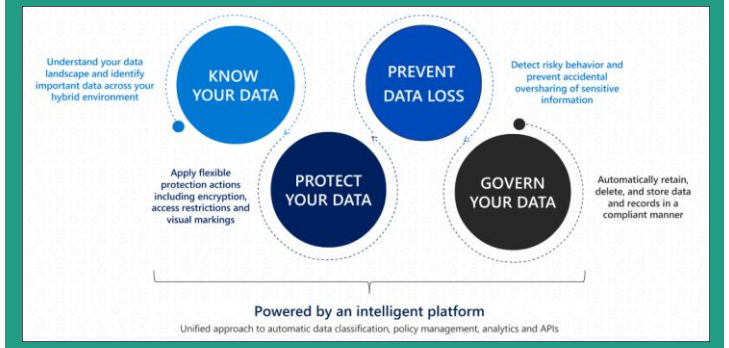
Demo

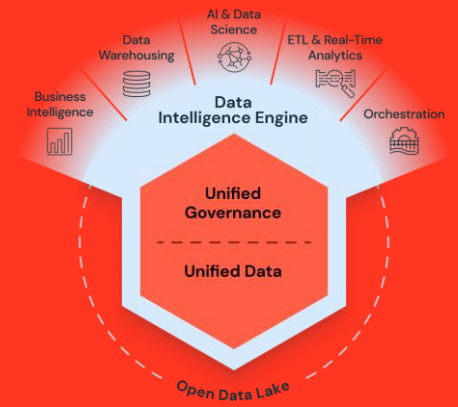
No matter the platform, there are similar features available for implementation

snowflake®

Data Masking, Classification, Tagging, RLS is available through Horizon Catalog.



Data Classification is available through Purview. There are options for Masking, CLS, RLS, through the Warehouse in Fabric. Under development for a unified experience in OneLake.



Data Masking, Classification, RLS is available through Unity Catalog.

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Time for Q&A

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GET IN TOUCH

In case you have questions, reflections or want to have sparring on your specific context, please don't hesitate to get in touch with us.

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