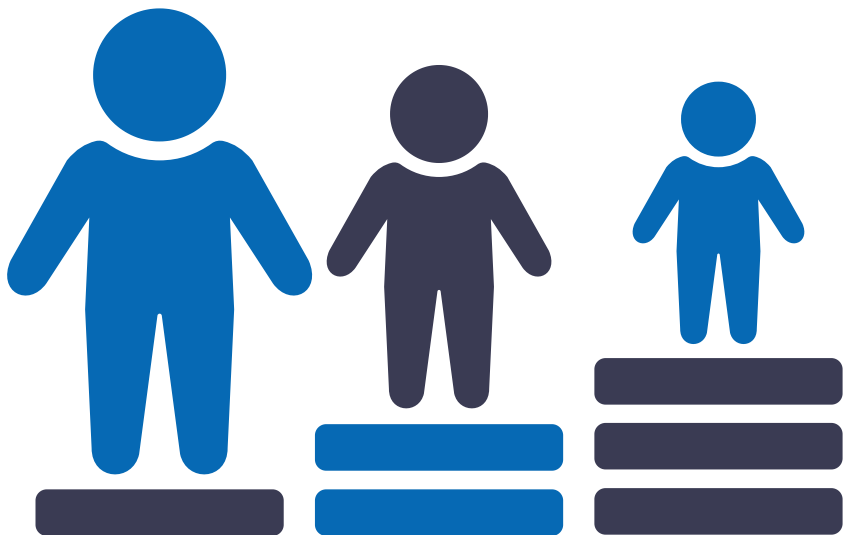


# EQUITY LENS

## WHAT IS EQUITY?



In workforce development, equity means everyone has access to living wage jobs or to quality job-related training, regardless of national origin, race, gender, sexual orientation, disability, first language, or other perceived differences. It might mean personalizing how we offer services to help everyone succeed in training and securing employment.

## WHAT IS AN EQUITY LENS?

An equity lens is a practical tool to ensure that policies, programs, decisions, or actions in Lane County's workforce system lead to fair outcomes for all job seekers. The Lane Workforce Partnership Board of Directors, Executive Board, staff, WorkSource Lane staff, and other partners intend to incorporate this lens when making policy decisions, funding allocations, program design, and implementation.

The purpose of the equity lens is to provide a tool to assist the Board and staff in identifying potentially negative outcomes for policies, programs, decisions, or actions that could increase disparities for underrepresented populations. It is not meant to be a roadblock to effectively delivering workforce services but rather a mechanism to identify and remove systemic barriers for underrepresented populations in relation to workforce-related services.

## EQUITY LENS

### WHO IS AFFECTED?



Who are the groups affected by this policy, metric, program, decision, or proposed action? How will each group be affected, including secondary and long-term? Is any group negatively affected in a disproportionate way?



### ARE THEY AT THE TABLE?

How have you actively engaged stakeholders who are also members of the affected communities in shaping the policy, metric, program, decision, or proposed action?



### WHAT ARE THE BARRIERS?

What are the societal or organizational barriers that prevent a population from being successful?



### WHAT ARE POPULATION-SPECIFIC STRATEGIES?

Have we applied the 'Platinum Rule'? Do we have tailored solutions to address inequities for disproportionately affected groups.



### ARE THERE UNINTENDED CONSEQUENCES?

Does this policy, program, decision, or proposed action ignore or exacerbate existing disparities or create other unintended consequences?

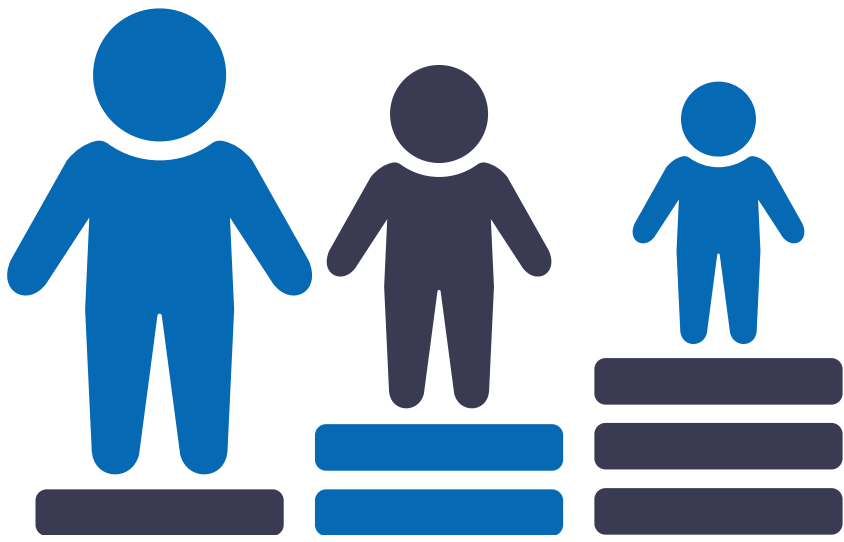


### HOW DO WE MEASURE SUCCESS IN A POPULATION-SPECIFIC WAY?

Describe how data regarding the policy, metric, program, decision, or proposed action, and its impact (positive or negative) on equitable access and outcomes, will be monitored and evaluated?

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