

LANE COUNTY WORKFORCE SYSTEM EQUITY LENS

WHAT IS EQUITY?



In workforce development, equity is the notion that everyone has the opportunity to obtain quality, living wage employment or be placed in employment-related training regardless of their national origin, race, gender, sexual orientation, disability, first language or other distinguishing characteristic. Different approaches to delivery of workforce services may be necessary in order for each customer to achieve success in training or employment.

WHAT IS AN EQUITY LENS?

An equity lens is a practical tool that will help ensure that policies, programs, decisions, or proposed actions in Lane County's workforce system result in equitable outcomes for all job seekers. This lens shall be used by the Lane Workforce Partnership Board of Directors and Executive Board when making policy decisions or decisions on how to allocate funding. It shall also be used by Lane Workforce Partnership staff, WorkSource Lane staff, and other workforce system partners when creating and implementing programs.

The purpose of the equity lens is to provide a tool to assist the Board and staff with identifying potentially negative outcomes for policies, programs, decisions, or actions that could increase disparities for under-represented populations. An equity lens is not meant to be a road block to effectively delivering workforce services, but rather a mechanism to identify and remove systemic barriers for under-represented populations as it relates to workforce-related services.

EQUITY LENS

1



WHO IS AFFECTED?

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

2



ARE THEY AT THE TABLE?

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

3



WHAT ARE THE BARRIERS?

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

4



WHAT ARE POPULATION-SPECIFIC STRATEGIES?

To address any inequities, do we have solutions that are tailored to work for the disproportionately affected groups? Have we used the 'Platinum Rule'?

5



ARE THERE UNINTENDED CONSEQUENCES?

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

6



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

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