



Equity Council Member Information

Help us make sure we provide the best possible services to ALL job seekers in Clackamas County!

What does Clackamas Workforce Partnership do?

Clackamas Workforce Partnership (CWP) is a nonprofit organization which advocates for workforce development within Clackamas County and the State of Oregon. CWP's mission is to develop a highly skilled workforce in Clackamas County. CWP does this by working with other agencies and employers to provide employment programs and services to job seekers throughout the region.

Why does CWP need an Equity Council?

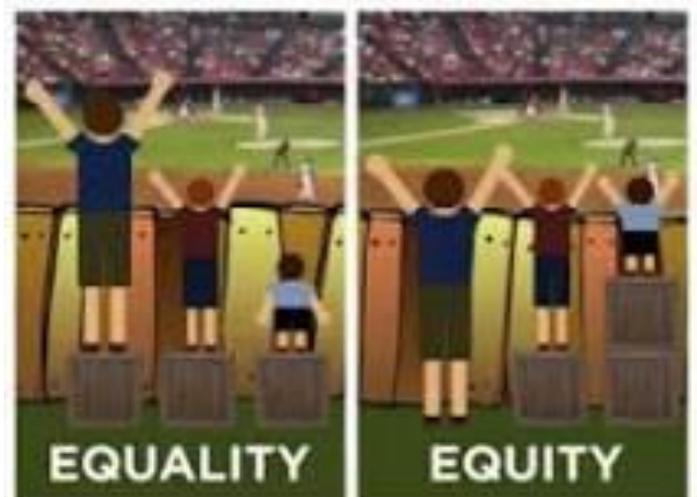
CWP does not currently have a way of including job seeker voice when making program decisions. This leads to a risk of leaving people out, not being aware of the challenges communities we serve face, and losing the opportunity to have job seeker experience impact our programs. An Equity Council made up of job seekers will help us provide the best possible services.

CWP wants to create an Equity Council to:

- **Learn Job Seeker Perspective:** help us learn about barriers that job seekers face.
- **Strengthen Partnerships:** develop strong partnerships with job seekers and other agencies so we can work together to respond to these issues.
- **Be a Voice for Equity:** We can better serve the community when we are able to reach job seekers from all backgrounds and address their specific needs/challenges.

What is Equity?

Equity is different than equality. In workforce development, equality means that every jobseeker is given the same services and treated the same. Equity means that every job seeker is given what they need as individuals, sometimes meaning they receive different services. The goal for equity is to ensure every job seeker has the skills and resources they need to get employment at a living wage.



Who can serve on the Equity Council?

We would like to work with job seekers from a variety of backgrounds, including:

- Rural and urban
- Youth and baby boomers
- People of color
- Spanish and Russian speakers
- Transit-dependent
- Different housing statuses
- Veterans
- Job seekers who haven't been able to use our services
- Those who have been involved with corrections or incarceration
- Individuals who have experienced mental illness or mental health challenges
- Those who have lived with a disability

What will the Equity Council do?

The group will meet on a regular basis. The location and meeting dates will be decided once the group is formed. Equity Council members will work with a consultant to decide how they function and their larger goals, mission, and role within CWP. Staff will support the group and provide trainings on the workforce system. The group will then work with CWP and a consultant to develop an Equity Lens that will be used to guide CWP decision making.

Snacks and childcare will be provided during the meetings. Transportation assistance will also be provided.

What is an Equity Lens?

An Equity Lens is a tool that helps organizations understand how to plan programs that meet the needs of diverse communities. The Equity Lens is a set of questions that staff can ask themselves when planning a program, policy, or service. These questions will help them understand barriers to services and create best practices for working with diverse communities.

How can I join the Equity Council?

Complete the CWP Equity Council Application online at bit.ly/CWP-ECapp or call Sydney Johns, Program Coordinator, to request a paper application. Sydney Johns and Amy Black will contact applicants in January to schedule a meeting.

Questions?

Sydney Johns, Program Coordinator, sydney.johns@clackamasworkforce.org, 503.657.1651
or

Amy Black, WorkSource Liaison, amy.black@clackamasworkforce.org, 503.841.9947