



## Equity Lens 2018

### Equity and Inclusion Statement

#### **Vision:**

*Every person benefits from fulfilling employment, a living wage, and a thriving business community.*

#### **Commitment:**

*Clackamas Workforce Partnership is committed to building an effective workforce system which values equity and diversity, fosters inclusion, and where every individual in Clackamas County has access to the resources, skills, and opportunities to reach their goals. We recognize that the resources and opportunities necessary to access living-wage jobs have not been evenly distributed in our region, which contributes to the cycle of poverty and injustice.*

#### **How:**

*Clackamas Workforce Partnership recognizes that equity, diversity, and inclusion are an active process that requires constant commitment. We will continuously strive to reach this vision through aligning services, cultivating collaborative partnerships, supporting community development, removing barriers, and engaging multiple perspectives and voices.*

### Definitions

**Equity Lens:** *A tool which guides decision making processes to ensure programs have equitable impact.*

**Equity:** *An explicit, intentional, and continuous effort to reshape societal systems so that processes and outcomes are fair and accommodate the needs of all communities. It requires identifying and removing barriers (both visible and invisible) and providing opportunities that are proportional to needs.*

**Diversity:** *Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another (UC Berkeley Center for Equity, Inclusion and Diversity)*

**Inclusion:** *Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power (OpenSource Leadership Strategies)*

**Implicit Bias:** *Also known as unconscious or hidden bias, implicit biases are negative associations that people unknowingly hold. They are expressed automatically, without conscious awareness. (State of the Science Implicit Bias Review 2013)*

**Majority Discourse:** *The cultural narrative that has been normalized and prescribed by cultural groups traditionally in positions of power; often a tool to marginalize or suppress those outside of these norms. Also referred to as "Dominant Discourse".*

**Counter Narrative:** *Social/experiential narratives of historically marginalized groups, which often operates in opposition to the philosophies of the Dominant Discourse.*

**Privilege:** *A set of benefits that are systemically and institutionally inherent to certain social groups.*



### **Introduction and Overview**

*The purpose of this Equity Lens is to critically evaluate and assess policies, procedures, and proposals at Clackamas Workforce Partnership; specifically, the Lens will be used to evaluate the impacts these may have on marginalized communities in Clackamas County and the workforce system.*

*The goal of applying the Equity Lens is to dismantle barriers and mitigate any unintended consequences of internal policies and decision-making processes, thus promoting an equitable workforce system where everyone is aware and has access to workforce development services with minimal disruptions.*

*The goal of the Equity Lens evaluation process is to create a framework that promotes more in-depth group discussion where solutions to challenges are examined and proposed. The Equity Lens is to be used as a guiding tool to complete this process.*

### **Instructions**

*Carefully read and answer each question. Concluding the Equity Lens is an opportunity to add open-ended feedback or to provide a plan for going forward. Submit your Equity Lens survey to the Executive Director and Community Liaison/Outreach Coordinator for evaluation by the Equity Council. Opportunity to discuss the results of the Equity Lens evaluation will be at scheduled staff, leadership, or partner meetings, as needed, or with the Executive Director or Community Liaison/Outreach Coordinator.*

- 1) Describe the proposed action (plan/policy/program/procedure) being evaluated:
  
- 2) List the groups which may be impacted by this action:
  - a. List the geographic area(s) impacted:
  - b. List the specific groups/targeted populations in the action:
  - c. List the identified stakeholders involved in the planning process:
  
- 3) Describe the data used to inform the action:
  - a. Describe data collection methods (how) and data collection sources (who/what):
  - b. Describe the metrics used to measure success:



- 4) Describe how the outcomes of this action will be used for future planning:
  
- 5) Describe how the action addresses the needs of or provides benefits to targeted populations/marginalized groups; or, describe how the action will be modified to meet the needs of targeted populations/marginalized groups:
  
- 6) Describe the important features of this action, including the benefits/intended outcomes of its implementation, and the intended beneficiaries:
  
- 7) Describe how community voice has been used to drive the action, with emphasis on the intended beneficiaries/service recipients:
  
- 8) Describe the specific ways that this action will or remove barriers and/or increase access to workforce development services:
  
- 9) Describe CWP's ability to implement the action (including steps taken to ensure efficiency and clarity in implementation and accountability):



10) List partner organizations and their involvement in the action:

- a. Describe how partner organization(s) will tailor services to targeted populations:
- b. Describe the partner organization's commitment to Equity, Diversity, and Inclusion in their program delivery:

11) Describe how the action aligns to the goals and strategies outlined in CWP's Strategic Plan 2016-2020 and CWP's Mission/Vision/Values:

12) Please identify specific steps or plans for successful implementation of the action:

- a. List Advisory Groups or individuals accountable to the success of the action:
- b. Describe how successful implementation and outcomes will be ensured and measured:

*Please Note: This is a working draft and is subject to change.*