

EQUITY LENS TOOLKIT

**VERSION 1 & VERSION 2
COMPARISON AND UPDATES**



Project Name	Equity Lens Toolkit Orientation Document	Reporting Period
Project Owner	Latiffe Amado (Equity Manager)	02/2022 -05/2023

HIGHLIGHTS OF NEW TOOL

- Context and background information is frontloaded
- A hybrid tool to get started
- Tools organized into 5 categories (Planning, Culture of Belonging, Leading, Using Data, and Learning)
- 11 new tools added
- 4 new tools coming soon!

WHY THE CHANGES

- The Brief and Expanded Versions of the tool caused confusion on when to use each. To address this, a hybrid tool was created, now called “a short tool to get started.” The purpose of this new tool is to serve as a primer for thinking, but not a stopping point.
- The context and background information were condensed and organized, so the reader can get a frontloaded understanding before engaging with the tool.
- The tools were categorized into “Planning, Culture of Belonging, Leading, Using Data, and Learning.” This categorization allows for growth of the toolkit while keeping it organized and digestible for reader accessibility.

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★ = new tool

NEXT STEPS

Task or Deliverable	Task Owner
Continue to iterate tool using data primarily collected through the pilot projects.	Equity Manager & Equity Program Analyst
Continue to iterate process in which we bring the tool to teams using data primarily collected through the pilot projects.	Equity Manager
Share learnings and evolution of tool with Core Committee, E2 committee and directors by Fall 2023.	Equity Manager
Add two new pilot projects Summer 2023.	Equity Program Analyst

Current Pilot Projects

Pilot Projects	Tools Piloted	Learnings
Evidence-based decision making in the creation of a departmental strategic plan. Community Justice and Rehabilitation Services.	Protocol for Analyzing Data (p. 57) Design (p. 14)	Sort and prioritize data prior to bringing to whole-group. Too much data, or not the right data will overwhelm a group.
Applying an Equity Lens to Capital Projects through the lens of procurement, physical spaces of belonging, programming and community	Design (p. 14) Spectrum of Community Engagement (p. 38)	Remove barriers to access equity lens tools, one potential solution is to have

engagement. County Administration Office.	Evaluating an Existing Policy (p. 27)	department-specific toolkits.
Empowering Community to use an Equity Lens in the design of the Stabilization Center. Health and Human Services.	Design (p. 14) Spectrum of Community Engagement (p. 38) Targeted Universalism	Ground community in shared learning as well as utilization of equity lens toolkit.
Applying an equity lens to Parks Levy project design to eliminate or reduce barriers to access to Lane County Parks.	Design (p. 14) Spectrum of Community Engagement (p. 38) Recruiting and Hiring Tools (p. 45-48)	Getting clarity on what community has access to designing before bringing community together.

Next Reporting Period

05/2023- 11/2023

Person in Charge: Equity Manager