

Lane County's Racial Equity Action Plan

One-Page Summary



Strategic Objective

Strategic Initiatives

Measures

1

Normalize Racial Equity Through Training and Communication

Identify Competencies and Criteria for Equity Training

Set an Expectation of Training

Provide consistent organizational processes for communication

Employees incorporate one goal addressing equity competencies into e-performance

Diversity training requirements updated to include training hours must be met in at least two competency areas annually

Tool to assess staff competencies developed and implemented
E2 receives quarterly updates on department and division equity committees work plans

Quarterly progress on Racial Equity Plan provided to BCC, Equity and Access Advisory Board, and E2
Community engagement plan developed

Management team trained on when to engage and inform EA

EA attends Management Team and Directors' meetings quarterly

Core Team has members from at least 80% of County Departments

Internal Equity Committees' work plans align with at least one strategic initiative in this plan

Each department/division identifies at least one data point that they use to measure success that can be disaggregated by race

Equity Lens is developed

Equity Lens Trainings developed and implemented

% staff trained on implementation

Evaluation of use of Lens

Continually evaluate policies and practices

2

Organize Racial Equity Through the Strengthening of the Equity Program

Engage Equity Analyst (EA) in Strategic Conversations and Decision-Making

Utilize Racial Equity Core Team to do Strategic Thinking

Facilitate Data Collection to Inform Racial Equity Work

Utilize E2 to review, approve and accomplish Racial Equity Plan

Review Policies and Practices that are Barriers to Racial Equity

3

Operationalize Racial Equity Through the Creation and Implementation of an Equity Lens

Create Equity Decision Making Tool

Implement Equity Lens

Create and Implement Antiracist Policies and Practices