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.
## NEXT STEPS

<table>
<thead>
<tr>
<th>Task or Deliverable</th>
<th>Task Owner</th>
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</thead>
<tbody>
<tr>
<td>Continue to iterate tool using data primarily collected through the pilot projects.</td>
<td>Equity Manager &amp; Equity Program Analyst</td>
</tr>
<tr>
<td>Continue to iterate process in which we bring the tool to teams using data primarily collected through the pilot projects.</td>
<td>Equity Manager</td>
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<tr>
<td>Share learnings and evolution of tool with Core Committee, E2 committee and directors by Fall 2023.</td>
<td>Equity Manager</td>
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<tr>
<td>Add two new pilot projects Summer 2023.</td>
<td>Equity Program Analyst</td>
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</tbody>
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## Current Pilot Projects

### Pilot Projects
- Evidence-based decision making in the creation of a departmental strategic plan. Community Justice and Rehabilitation Services.
- Applying an Equity Lens to Capital Projects though the lens of procurement, physical spaces of belonging, programming and community

### Tools Piloted
- Protocol for Analyzing Data (p. 57)
- Design (p. 14)
- Spectrum of Community Engagement (p. 38)

### Learnings
- Sort and prioritize data prior to bringing to whole-group. Too much data, or not the right data will overwhelm a group.
- Remove barriers to access equity lens tools, one potential solution is to have...
Empowering Community to use an Equity Lens in the design of the Stabilization Center. Health and Human Services.

Applying an equity lens to Parks Levy project design to eliminate or reduce barriers to access to Lane County Parks.

Evaluating an Existing Policy (p. 27)

Design (p. 14)

Spectrum of Community Engagement (p. 38)

Targeted Universalism

department-specific toolkits.

Ground community in shared learning as well as utilization of equity lens toolkit.

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