Lane County’s Racial Equity Action Plan
One-Page Summary

Strategic Objective: Normalize Racial Equity Through Training and Communication

1. Identify Competencies and Criteria for Equity Training
2. Set an Expectation of Training
3. Provide consistent organizational processes for communication

Strategic Initiatives: Organize Racial Equity Through the Strengthening of the Equity Program

2. Engage Equity Analyst (EA) in Strategic Conversations and Decision-Making
3. Utilize Racial Equity Core Team to do Strategic Thinking
4. Facilitate Data Collection to Inform Racial Equity Work
5. Utilize E2 to review, approve and accomplish Racial Equity Plan
6. Review Policies and Practices that are Barriers to Racial Equity

Strategic Initiatives: Operationalize Racial Equity Through the Creation and Implementation of an Equity Lens

3. Create Equity Decision Making Tool
4. Implement Equity Lens
5. Create and Implement Antiracist Policies and Practices

Measures:
- 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