



State Library
of Oregon

Equity Framework

Submit your feedback on this draft at:
<https://osl.libwizard.com/f/equity-framework>

Introduction

The State Library is committed to advancing anti-racist practices and policies and integrating equity, diversity, and inclusion principles into our daily work, decision-making, and programs and services. This Equity Framework is a tool for State Library employees in assessing and developing policies, programs, and services, removing barriers and addressing potential bias, and better serving communities that experience racial disparity and oppression.

This framework aligns with the State of Oregon [Equity Framework in Covid-19 Response and Recovery](#) and utilizes the Government Alliance on Race & Equity (GARE) [Racial Equity Toolkit](#) model.

Equity Framework

Racial Equity, Underserved, and Rural Communities

For the purpose of this Equity Framework, the State Library is utilizing and building on the definition of communities that have been historically and are currently being underserved from the State of Oregon [Equity Framework in Covid-19 Response and Recovery](#). This includes the following Oregonians:

- Native Americans, members of Oregon's nine federally recognized tribes, American Indians, Alaska Natives
- Black, Africans, African Americans
- Latinx, Hispanic
- Asian, Pacific Islanders
- Immigrants, refugees, asylum seekers
- Undocumented, DREAMers
- Linguistically diverse
- People with disabilities
- LGBTQ+
- Aging/older adults
- Socioeconomically disadvantaged
- Farmworkers, migrant workers
- Living in rural parts of the state
- Digitally disadvantaged

This list is not all-inclusive and may change over time.

Core Elements Centering Equity

The State Library embraces the core elements centering equity as outlined in the State of Oregon [Equity Framework in Covid-19 Response and Recovery](#) where relevant to State Library operations, services, and programs. These elements include:

- Inclusive Communications
- Community-Informed Policy and Partnerships
- Safety for Our Communities
- Disaggregated Data-Collection and Transparency
- Workforce Diversity and Inclusive Workplace
- Community Resilience Investments
- Contract Equity

State Library Equity Commitments

The State Library is committed to:

- Ensuring that policies, programs, and services are:
 - Accessible regardless of disability or status, language, access to technology, geographic location including rural Oregonians.
 - Compliant with ADA requirements.
 - Prioritized for communities already living on the margins (e.g., older adults, gender, ethnic, and racial minorities, immigration status, socio-economic status).
- Ensuring that a representation of voices are at the table across race, ethnicity, culture, color, tribal membership, disability, gender, gender identity, marital status, national origin, age, religion, sexual orientation, socio-economic status, veteran status, and immigration status.

Instructions for Using the Equity Framework Guiding Questions

The equity framework guiding questions are meant to be used to consider State Library policies, programs, and services within the context of equity. The guiding questions are targeted for policies, programs, and services that have a significant direct impact on users, partners, community members, and State Library employees.

The guiding questions raise equity issues that should be considered to inform the development and assessment of policies, programs, and services in order to remove barriers and address potential bias, and to better serve communities that experience racial disparity and oppression.

Some questions or sections may not be relevant to a particular policy, program, or service. Only those that are relevant need to be considered. Some sections may be considered at different points in time depending on the implementation and evaluation process for the particular policy, program, or service.

Equity Framework Guiding Questions

Title of Policy / Program / Service: _____

Policy Program Service

Is the policy / program / or service: Current Proposed

POLICY / PROGRAM / SERVICE: General information

- Provide a short description of the policy, program, or service.
- What are the desired results?
- How does it affect/serve those that have historically and are currently being underserved?

ENGAGEMENT: Ensuring that a representation of voices are at the table

- Identify the affected and interested parties and their roles in decision-making.

Affected/Interested Party	Affected/Interested Party's Priorities / Concerns	Role

- Whose voices and perspectives are not at the table? What can we do to ensure they are part of our decision-making process?
- What are the barriers that keep affected and interested parties from participating in decision making? How are we ensuring that affected parties are aware and addressing needs such as:
 - Language
 - Technology
 - Physical accessibility
 - Adequate support and preparation
 - Financial support
 - Other

DATA: Using data in decision making

- What are the demographics of those impacted by the policy, program, or service?
- What are the relevant disparities for communities of color and other communities that have been underserved (i.e. safety, housing, jobs, wealth, transportation, etc.)?
- Are we collecting, reviewing, and analyzing relevant data in a culturally respectful and bias-aware way? How or why not?
- Is there additional data that would be helpful in analyzing the policy / program / service? If so, what data?

ANALYSIS AND STRATEGIES: Considering impacts and alternative strategies

- Who will be disproportionately burdened or benefited?
- Are there alternative actions that could improve current equity conditions? If so, what?
- What are ways in which existing partnerships could be strengthened to maximize impact?

IMPLEMENTATION: Engaging with affected communities and building awareness

- Describe the implementation plan.
- How will we engage with affected communities and interested parties to guide successful implementation?
- How do we ensure our communications and messaging are getting to target audiences?
 - Translation of primary communication
 - Striving for disability inclusion and meeting ADA requirements
 - Working with trusted messengers and local leaders to communicate with communities
 - Seeking early input to inform the development of key communications materials
 - Other
- How will course corrections be handled if unintended consequences are identified?

ACCOUNTABILITY AND COMMUNICATION: Documenting impacts and communicating results

- How will impacts be documented and evaluated?
- Will affected and interested parties participate in the evaluation process? If so, how?
- Describe the plan for communicating efforts and results and sharing data gathered with affected and interested parties.
- How will we collect and respond to feedback? How will we use these results to continually reevaluate and improve our efforts?

Appendices

Definitions

State of Oregon's Definitions of Diversity, Equity, Inclusion

- **Diversity** is the appreciation and prioritization of different backgrounds, identities, and experiences collectively and as individuals. It emphasizes the need for representation of communities that are systemically underrepresented and under-resourced. These differences are strengths that maximize the state's competitive advantage through innovation, effectiveness, and adaptability.
- **Equity** acknowledges that not all people, or all communities, are starting from the same place due to historic and current systems of oppression. Equity is the effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Equity actionably empowers communities most impacted by systemic oppression and requires the redistribution of resources, power, and opportunity to those communities.
- **Inclusion** is a state of belonging when persons of different backgrounds, experiences, and identities are valued, integrated, and welcomed equitably as decision makers, collaborators, and colleagues. Ultimately, inclusion is the environment that organizations create to allow these differences to thrive.

Antiracism: a belief or practice that recognizes pervasive racism in society, and actively combats racial prejudice and discrimination in order to promote racial justice and equality ([Dictionary.com](https://www.dictionary.com))

Resources

- State Library's [Antiracism, Equity, Diversity, and Inclusion Statement and Goals](#)
- [State Library's 2020-2023 Strategic Plan](#)
- OLA's EDI Anti-Racism Special Committee [statement on equity, diversity, inclusion, and anti-racism](#): Includes definitions of these terms.
- OLA's [EDI Antiracism Toolkit](#)
- State of Oregon [Equity Framework in Covid-19 Response and Recovery](#)
- Government Alliance on Race & Equity (GARE) [Racial Equity Toolkit](#)
- State Library's [EDI Learning Resources LibGuide](#)