REquest to Approve

Date: April 5, 2021

Time: 10:00 am

**Request**

The IWIB Equity Taskforce (ETF) Co-Chairs request that the ETF adopt the working *vision for equity* and the *equity lens* definitions.

**Background**

The ETF is charged to develop a framework of recommendations within Illinois’ workforce and education system to establish goals and improve inequality for the populations we serve.   As part of that work, the ETF engaged in extensive discussion about a working *vision for equity* and a shared definition of an *equity lens.* The ETF reviewed a range of expert reports on equity in the development of these definitions and discussed possible language at both the workgroup and ETF level. Based on these discussions, the ETF developed the following language.

Our working *vision for equity* is the following: *Equity is “the state, quality, or ideal of being just, impartial and fair." The concept of equity is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or lofty value. To be achieved and sustained, equity needs to be thought of as a structural and systemic concept*." This working vision for equity is taken from the work of the [Annie E. Casey Foundation](https://www.aecf.org/blog/racial-justice-definitions).

Our definition for the term *equity lens* is the following. “*An equity lens is an ongoing process for analyzing or diagnosing the impact of the design and implementation of policies on under-served and marginalized individuals and groups, and to identify and potentially eliminate barriers.”* This definition is drawn from the work of the [University of Minnesota](https://policy.umn.edu/equity-lens), where they use this definition to guide their policy analysis work.

**Considerations**

The IWIB tasked the Equity Taskforce with creating shared definitions for a set of key terms addressing equity. The Working Vision for Equity and the Equity Lens are two key terms that the Equity Taskforce has agreed will guide its work. Therefore, the Co-Chairs request that the taskforce approve these definitions, which will be included as part of the ETF’s report to the IWIB.

**Motion**

“I move to adopt the Working Vision for Equity and the Equity Lens definitions to guide the work of the IWIB Equity Taskforce.”