



EQUITY INDICATORS



An **equity indicator** is a measurable benchmark that helps departments assess their progress in addressing disparities and advancing equity. These indicators provide a clear lens to examine how policies, practices, and services impact historically underserved or marginalized communities.

WHY INDICATORS?

In Tompkins County, equity indicators are part of the broader strategy to institutionalize equity. **Through the guidance of the Institutionalizing Equity Report, departments will embed these indicators into their 2025 workplans**, ensuring that all services and policies are delivered through an equitable lens.

Equity indicators help us move from commitment to action, ensuring that our services are responsive to the needs of ALL residents.

HOW TO USE?



RELEVANT

Departments should choose 1-2 equity indicators aligned with either the strategic plan or an internally identified need that reflects their scope of work.



ASSESS IMPACT

Use the indicators to evaluate the impact of policies, practices, and services on underserved populations.



TRACK & REPORT

Integrate these indicators into your workplan and regularly report progress.



MAKE ADJUSTMENTS

Use the data from these indicators to make necessary changes to better serve.