

Appendix M

Employment Equity Plan (EEP)

Successful applicants will be required to address the significant disparities that exist within youth unemployment rates for youth of color by intentionally working to ensure equity in their youth employment program. Each applicant must demonstrate a thorough knowledge and understanding of the needs of these youth within the specific service area identified in their application.

Each applicant will be required to submit an Employment Equity Plan (EEP) that describes how their proposed program will work ensure equity in their proposed youth employment program.in an effort to mitigate the employment disparities that exist for youth of color.

The EEP plan should include the following elements:

1. Applicant Organization Details and Service area description
2. A description of the applicant's access to community-level data at strategic points (economic, education, justice, etc.) within the applicant's identified community area. These strategic points could include but are not limited to Youth population (16-24 if possible); poverty, unemployment, under-employment; HS graduation rates, drop-out rates; truancy/expulsion; educational attainment levels; violence/crime statistics; homelessness (youth); teen pregnancy rates; substance use/abuse; gang involvement/activity etc.
3. Data. Include available data and identify data sources. Where possible, provide this data disaggregated by age, gender, race and ethnicity.
4. An analysis of racial and ethnic disparities evident in the data for the applicant's identified community area. Reference data sources.
5. If applicable, discuss previous and on-going racial and ethnic disparity work the applicant and/or other community partners have undertaken; describe some of the challenges or successes of that work. *(Please distinguish between the work of the applicant and the work of other community organizations.)*
6. Describe how the proposed youth employment program will address the identified disparities and youth employment inequities for youth of color. Describe the steps that will be taken to ensure these racial inequities are mitigated.
7. Describe the impact and anticipated outcomes the proposed youth employment program will have on reducing racial inequities in youth employment.
8. List existing or potential community partners or stakeholders that could be engaged to assist in implementing the EEP plan. Describe how.