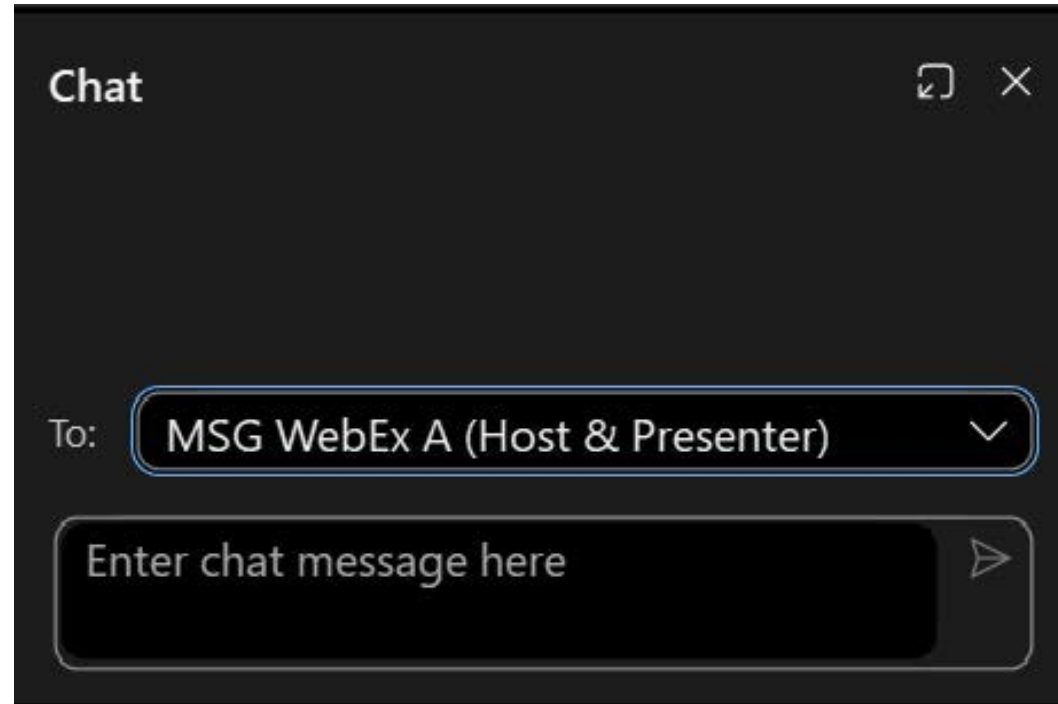# Strategies to Find Evidence that Addresses Equity

CLEAR 10 Year Anniversary Webinar Series

How to Ask Questions

Welcome and Introductions

Welcome

Christina Yancey, PhD
U.S. Department of Labor (DOL), Chief Evaluation Office (CEO)
Chief Evaluation Officer

Your Presenters

Chayun Yi
CLEAR Project Officer

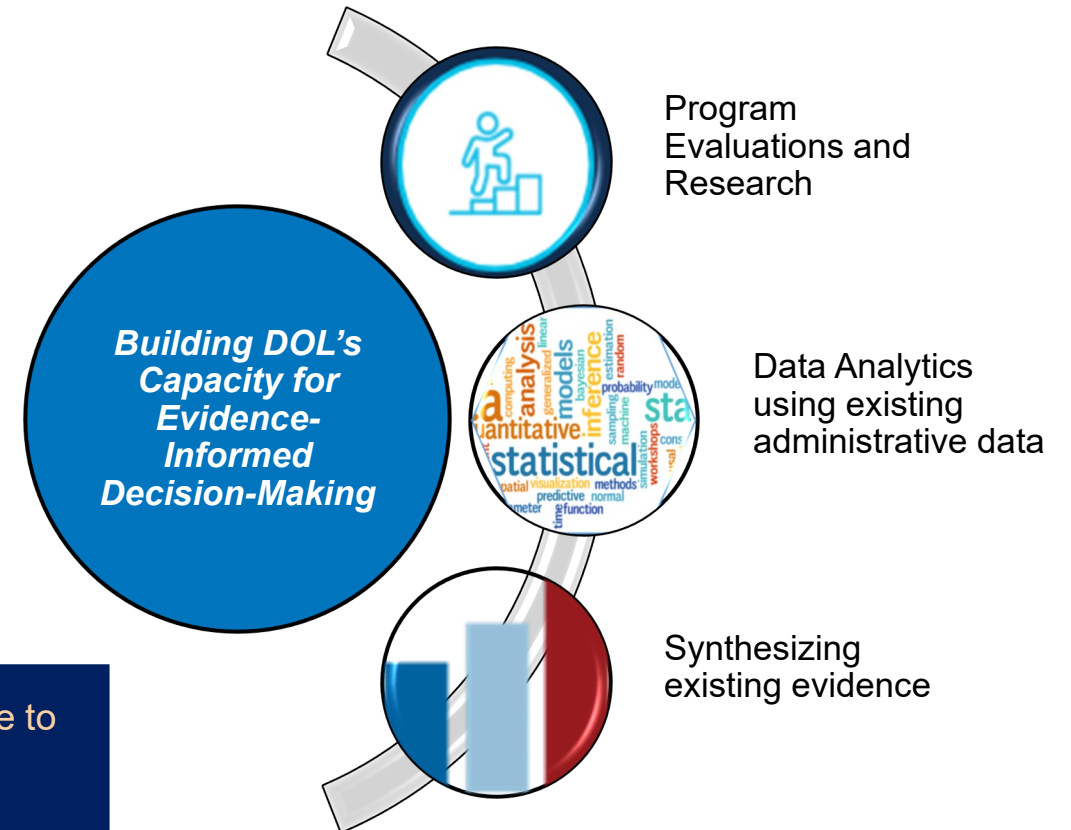**Kristin Abner, PhD**
ICF CLEAR Dissemination Lead

Shelley Osborn, PhD
ICF CLEAR Rapid Review Lead

About DOL's Chief Evaluation Office (CEO)

- Established in 2010 to coordinate, manage, and implement the DOL's evaluation program

- Independent evaluation office in DOL

- Works closely with DOL offices and agencies to develop and implement evaluations that advance evidence about DOL programs and priorities

- Approximately 60 projects

Building DOL's Capacity for Evidence-Informed Decision-Making

Program Evaluations and Research

Data Analytics using existing administrative data

Synthesizing existing evidence

CEO does a bunch, click here to learn more:
- CEO's webpage
- CEO's current studies
- CEO's completed reports

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Goals of Today's Webinar

By the end of this webinar, session attendees will:

- Learn how to strategically find evidence in CLEAR

- Hear some of what we have found across the equity landscape

Today's Plan

- Quick recap of "How to Use CLEAR for Decision Making" webinar

- How to find information in CLEAR using equity as an example

- Highlights of findings on equity

- CLEAR additional resources

- Q&A

Recap of Prior Webinar: Decision Making with CLEAR (1)

- **Policy question**
- Finding evidence
- Next steps

How can we improve training program persistence and completion in community colleges?

Recap of Prior Webinar: Decision Making with CLEAR (2)

- Policy question
- **Finding evidence**
- Next steps

Read **Rapid Reviews** for what is new and emerging

Look through or across CLEAR's **Evidence Reviews**

Review short **Evidence Syntheses** about "what works"

Find individual study **Profile Summaries**

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Recap of Prior Webinar: Decision Making with CLEAR (3)

- Policy question
- Finding evidence
- **Next steps**

💡 Favorable impacts on student persistence and completion

From credible studies (high/moderate rated)

For relevant student populations

Equality and Equity

EQUALITY:
Everyone gets the same – regardless if it's needed or right for them.

EQUITY:
Everyone gets what they need – understanding the barriers, circumstances, and conditions

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Equitable Recovery Rapid Review

Look through or across CLEAR's **Rapid Reviews**

Additional Rapid Reviews

- Streamlined reviews that summarize existing and emerging evidence on pressing issues
- Contain a guiding research question, introduction, synthesis of evidence reviewed by strategy, and gaps in research
- Supplements contain study summaries and links

Rapid Review Examples

- Equitable recovery
- Remote postsecondary education
- Worker health & safety during COVID-19
- Emergency employee retention strategies
- Emergency return-to-work strategies
- Strategies from the Great Recession
- Emergency response strategies in past pandemics
- Remote compliance assistance and enforcement
- Remote service delivery strategies

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Systematic Evidence Reviews

- Cover specific populations, such as:
  - Women, Justice involved, Low-income adults, Older adults, Veterans, etc.

- Address specific outcomes, such as:
  - Employment, Earnings, Health and Safety, Public Benefits Receipt

- Include interventions designed to improve labor market outcomes, such as:
  - Affirmative Action, Age Discrimination Laws, Equal Employment Opportunity
  - Other programs and specific strategies

Systematic Evidence Reviews

Primarily focus on causal studies-- experimental and nonexperimental research that attempts to estimate the impact of a program, policy, or intervention on outcomes.

Look through or across CLEAR's **Evidence Reviews**

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Systematic Evidence Reviews
Employer Compliance

- Examines the effectiveness of rules, policies, and enforcement activities aimed at preventing discrimination by employers on workers' labor market outcomes
- Who is protected from employment discrimination?
  - Race/color
  - Sex (including pregnancy, sexual orientation, or gender identity)
  - Religion
  - National origin
  - Age (40 or older)
  - Disability and genetic information (including family medical history)

Summary

- 22 studies to date
- Going back to 1990
- Ability to search using keywords and filters

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Systematic Evidence Reviews
Disability Employment Policy

- Focuses on research determining which programs have been most effective at improving direct labor market outcomes such as:
  - Employment and earnings
  - Improving education and health status, which may affect a person's ability to work
  - Decreasing federal disability benefit receipt

Summary

- Synthesis on SSI and SSDI

- 73 studies to date

- Going back to 1985

- Ability to search using keywords and filters

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Systematic Evidence Reviews
Older Workers

- Examines a broad range of employment and training programs funded by the DOL and other organizations

- Focuses on broad federal or state policies that support and/or improve the employment prospects and financial security of workers age 40 and older

Summary

- Synthesis on Older Workers

- 43 studies to date

- Going back to 2005

- Ability to search using keywords and filters

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Searching for Studies
Basic Search

- BIPOC (Black, Indigenous and People of Color), equity, equitable

- Black, African American

- Hispanic

- American Indian or Alaska Native

Search By

Contains all of these words

black

Year of Publication

Between   Start (yyyy)

And   End (yyyy)

Search   Reset

Searching for Studies
Refining within a Search

- Refined by
  - Outcomes
  - Geography
  - Study Type

- Contains all, any, or none of these words

Refine By

OUTCOMES

✓ **Earnings and wages**

> Found favorable earnings and wages impacts (33)

▸ Education and skill gains (28)

▸ Employment (66)

▸ Health and safety (3)

▸ Public benefits receipt (40)

TARGET POPULATION

FIRM CHARACTERISTICS

GEOGRAPHIC SETTING

Urbanicity

Urban (29)

Region studied

✓ **United States**

STUDY TYPE

✓ **Causal Impact Analysis**

Searching for Studies
Other strategies

- Searching for an author

- Following tags to related studies

PACE cross-program implementation and impact study findings

Gardiner, K., & Juras, R. (2019). PACE Cross-Program Implementation and Impact Study Findings (Report No. 2019-32). Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services. [I-BEST]

🔬 **Topic Area:** Community College, Low-Income Adults

📈 **Study Type:** Causal Impact Analysis

⚖ **Causal Evidence Rating:** High Causal Evidence

Outcome Effectiveness:

➕ Education and skills gains

Tags: Employment and Training Services   Training and Education   Community college education and other classroom training

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Searching for Studies
Starting with Refine By

Refine By

OUTCOMES ◂ ?

TARGET POPULATION ◂ ?

FIRM CHARACTERISTICS ◂ ?

GEOGRAPHIC SETTING ◂ ?

STUDY TYPE ◂ ?

EVIDENCE RATING ◂ ?

Target Population
- Age
- Employment barriers
- Employment status
- Gender
- Occupational characteristics
- Race/ethnicity
- Skill level
- Special populations

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Searching for Studies
Starting with Refine By Target Population

- Age
  - Child
  - Youth
  - Adult
  - Older Worker
- Employment Barriers
  - Disability
  - Justice-involved
  - Other barriers

Findings on Strategies to Address Equity across CLEAR Syntheses

Equitable Recovery from COVID-19 Rapid Review

- Research Question
  - What strategies effectively and equitably support labor market outcomes and economic recovery from the COVID-19 pandemic among those facing the greatest barriers?

- Synthesizes 91 publications to date

- Definitions of Key Concepts
  - Equity
  - BIPOC (Black, Indigenous, and People of Color)

Equitable Recovery Rapid Review
Strategies

Education and training supports	Employment supports and other supportive services	Supports for small businesses	Place-based interventions
• Programs of instruction in the knowledge, skills, and competencies for improved employment outcomes.	• Assistance provided to employees within or outside work that helps them obtain or maintain employment.	• Policy responses designed to promote small businesses' recovery.	• Programs to improve conditions in specific geographic areas.

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Equitable Recovery Rapid Review
Findings within Strategies – Education and Training Supports

- Career pathways enable people to attain the education and training required for in-demand jobs as part of labor market recovery.

- Equity-focused apprenticeship and other work-based training approaches help workers obtain jobs and earn progressively higher incomes.

- Online career and technical education programs that integrate supports with equity in mind can improve access.

- Financial assistance for education and training can improve equitable outcomes.

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Equitable Recovery Rapid Review
Findings within Strategies – Employment Supports and Supportive Services

- Access to quality childcare enables parents to obtain and retain employment.

- Expanding telework and other flexible work options could increase employment opportunities for a more diverse group of workers.

- Support for mental health in the workplace fosters the return to work.

Equitable Recovery Rapid Review
Findings within Strategies - Supports for Small Businesses

- Targeting assistance to minority- and women-owned small businesses can improve economic recovery.

- Non-governmental and community-based financial institutions other than banks may increase the reach of supports for small businesses in underserved communities.

Equitable Recovery Rapid Review
Findings within Strategies - Place-based Interventions

- Overall, evidence of the effectiveness of place-based interventions is mixed.

- While few place-based interventions specifically target marginalized groups, doing so may improve equitable outcomes.

CLEAR Rapid Review on Equitable Recovery from COVID-19

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Remote Postsecondary Education Rapid Review
Findings within Strategies – Equity Considerations

- Students in rural and low-income urban areas face myriad challenges due to a lack of broadband infrastructure, prohibitive costs of devices and internet services, and digital literacy gaps.

- To increase access and equitable opportunities, distance education programs should be tailored to the circumstances of a diverse group of learners.

CLEAR Rapid Review on Remote Postsecondary Education

Other Findings Addressing Equity

- Vocational rehabilitation and employment counseling services can be effective in decreasing unemployment rates among individuals with disabilities. [CLEAR Rapid Review on Return to Work Strategies for Unemployed Individuals](#).

- Remote work is not feasible for all jobs and workers, with women and low-income workers least able to use this strategy. [CLEAR Rapid Review on Worker Health and Safety during COVID-19](#).

- [CLEAR Rapid Review on Remote Service Delivery](#) discusses how some populations lack Internet access and struggle to use online resources while remote service delivery can help rural populations.

Considerations for Measurement
Findings from the Equitable Recovery Rapid Review

- Measuring different aspects of employment, such as job quality, can help us understand the extent to which women and BIPOC experience equitable labor market recovery outcomes.

- Measuring public sector job growth or decline is an important indicator for women and BIPOC economic recovery.

- Wealth and other measures can be added to the traditional outcomes of hourly wages or annual incomes to paint a fuller picture of recovery

- Housing is an important dimension of equitable recovery.

- Indices help capture the complexity of equitable recovery.

- Analyses focused on small geographical units may help uncover unequal recovery within a region.

Research Gaps

- Investments are needed to expand access for underserved populations.

- More research is needed on health and safety for workers of color.

- There is a lack of evidence on disparate impacts of compliance assistance and enforcement strategies on people with low-income or people of color and on strategies that limit these disparities.

- More evidence is needed on the second round of PPP loans, the long-term impacts of place-based interventions, and the economic recovery of specific marginalized groups and those with intersectionalities.

Additional Resources

Additional CLEAR Resources

- Find out more about [CLEAR](#)
  - See our list of [Policies and Procedures](#)
  - See our [FAQ](#)
  - See our [Study Review Guide for Casual Reviews](#)
  - See our [How CLEAR conducts rapid evidence reviews on trending research](#)
  - See our [CLEAR Topic Tagging Protocol](#)
  - See our [Causal Evidence Guidelines](#)

- View all event recordings on the CEO events page and CLEAR

- Have a question? [Contact CLEAR](#)!

- Want to hear more from CEO?
  - Join us for future [CEO events.](#)
  - [Sign up for CEO's newsletter,](#) **Building the Evidence Base**, to stay up to date on our latest research.

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Additional DOL Equity Resources

- See DOL's [Equity Action Plan](#)

- Review the latest papers and dataset from CEO's [Summer Data Challenge on Equity and Underserved Communities](#)

Discussion and Questions

Thank you!

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Contact us:

DOL CEO: ChiefEvaluationOffice@dol.gov

CLEAR: https://clear.dol.gov/about/contact-us