



City of Madison Racial Equity & Social Justice Initiative

Part 2: Applying Racial Equity and Social Justice
in the City of Madison

Welcome back!

Name & agency

What is one idea, question, reflection or experience you have had since the Part 1 training?

What do you hope to get from today's time together?



Part 2: Objectives



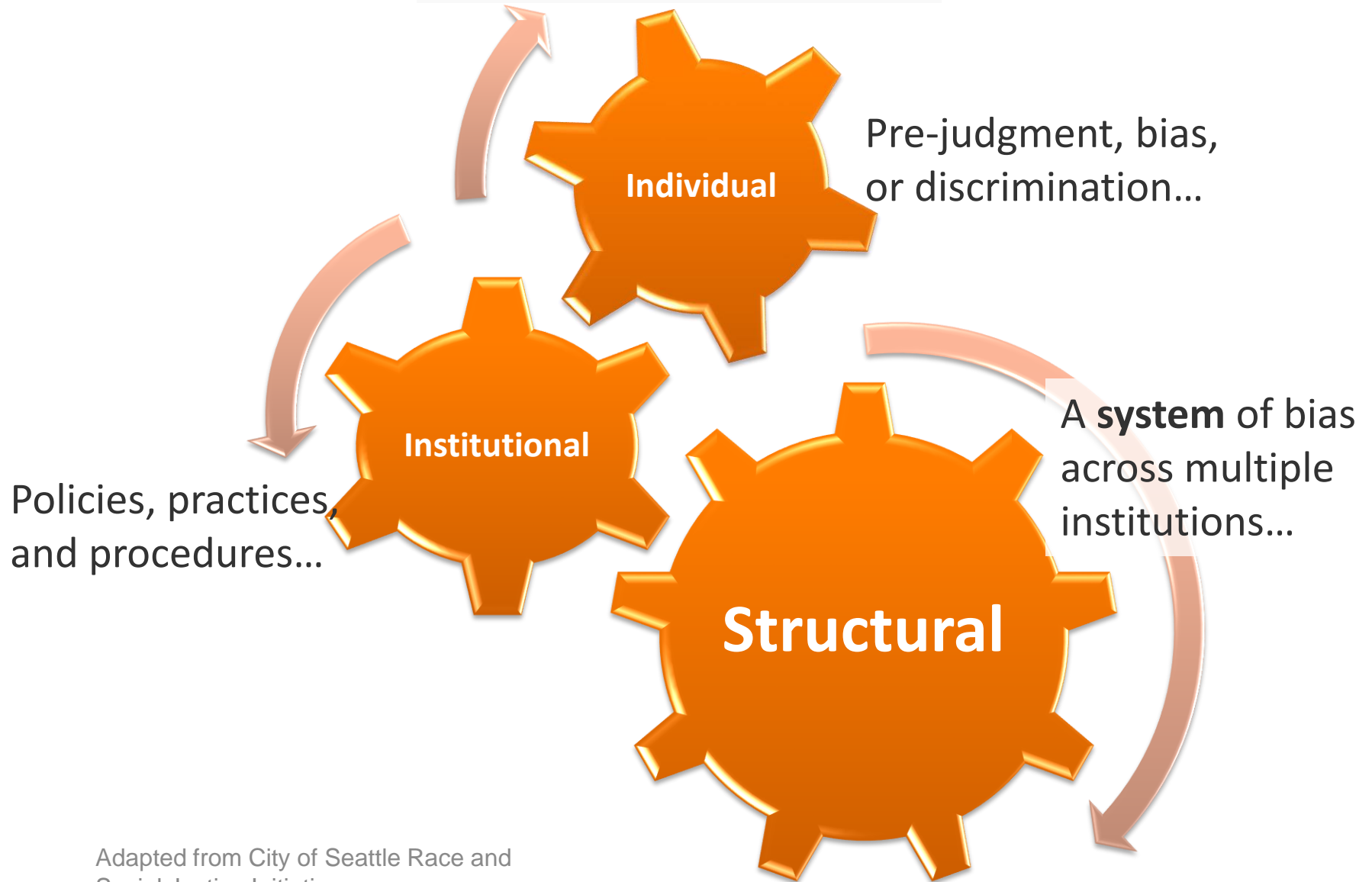
Reinforce key RESJI concepts

Understand four key elements in using racial equity tools:

- considers **race** explicitly
- includes **voices** of people most affected
- considers unintended **consequences**
- **routinely** incorporates above questions

Develop skills in applying racial equity tools

The Machine



Adapted from City of Seattle Race and Social Justice Initiative

Key assumptions from Part 1

- Racism exists and needs to be acknowledged.
- Racism is **pervasive, complex** and **interrelated** with other types of oppression.
- Racial inequities are **not random**; they have been created and sustained over time.
- **Addressing individual bias is not enough**; we must disrupt institutional and structural racism.
- Historically, **government has been complicit** in creating or perpetuating racial inequity and now we have a responsibility to undo patterns of unfairness.

Tools We Use

- What tools do you use at your agency to analyze decisions?

What does the racial equity tool do?

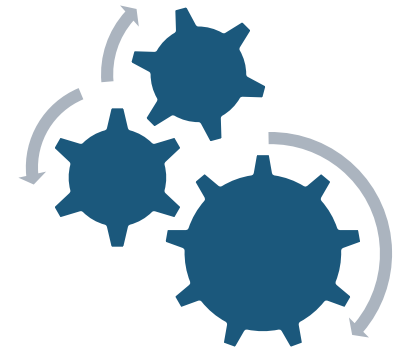
Considers race
explicitly

Includes voices
of people most
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Considers
unintended
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Routinely
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questions

When to use racial equity tools?



To identify **root causes** of existing inequities

To understand inequitable impacts of **current policies and programs**

Develop new policies, plans, partnerships...

Analysis Tool Guidelines

Is:

- A systematic examination
- An intentional pause
- To minimize adverse impacts & identify new options
- To be conducted with a variety of perspectives and stakeholders

Is not:

- The “answer”
- To stop a process or slow it down beyond recognition
- To be used for political or professional gain
- A way to create token representation in decisions

Best Practices

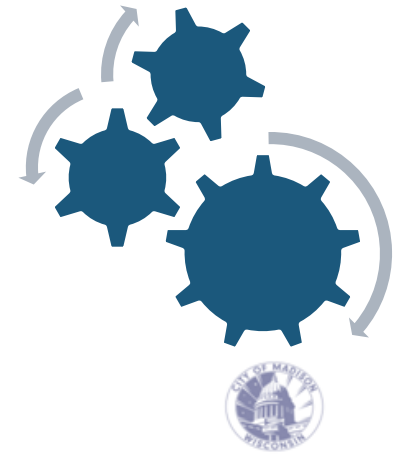
Identify groups and individuals most likely to be impacted and find ways to involve them.

Adapt it to your needs and reach out for technical assistance as needed.

The analysis can be conducted in a variety of ways but it is not intended to be a solo “desk exercise.”

Share the analysis widely and **be transparent** about the process and any missing elements.

RESJI analysis tools



WHAT

What is the issue being analyzed, and what are some of the main concerns associated with it?

What existing policies influence this situation? How might they create disproportionate impacts on communities of color and/or low-income populations?

What do available data tell you about this issue? (See **X** for guidance on data sources)

What data are unavailable or missing?

Which focus area(s) will the issue or program primarily address? (See **X** for guidance)

Please add any comments regarding the specific impacts of the issue or program.

- Community/Civic Engagement
- Criminal Justice
- Early Childhood
- Economic Development
- Education
- Employment
- Environment

Other (please describe)

Comments:

WHERE

Are there impacts on geographic areas? (Select all that apply)

- All Madison neighborhoods
- Allied Drive
- Balsam/Russet
- Brentwood/Northport Corridor
- Darbo/Worthington
- Hammersley/Theresa
- Leopold/Arbor Hills
- Owl Creek
- Park Edge
- Southside
- East Madison
- Northside
- West Madison
- Downtown
- Dane County
- Outside Dane County

Comments:

What

How

Why

Where

Who

Who are the individuals and organizations involved community members and stakeholders? How do you plan to engage them? (See **X** for guidance on identifying stakeholders and responding to the community)

Which individuals, groups, or organizations could be impacted by this issue? Who would benefit? Who would be burdened? Are there potential disproportionate impacts on communities of color or low-income communities?

What are the racial and social justice issues associated with this issue? Who is living in the area and/or impacted by the issue?

What input have you received from impacted and how did you gather this information? Specify sources.

WHY

What are the root causes or factors contributing to any racial or social inequities associated with this issue? (Examples: Bias in process; Lack of resources or barriers; Lack of inclusive engagement)

What are potential unintended consequences? What benefits or burdens may result? (Specifically consider economic, social, health and environmental impacts)

What identified needs are being met or ignored in this issue or decision?

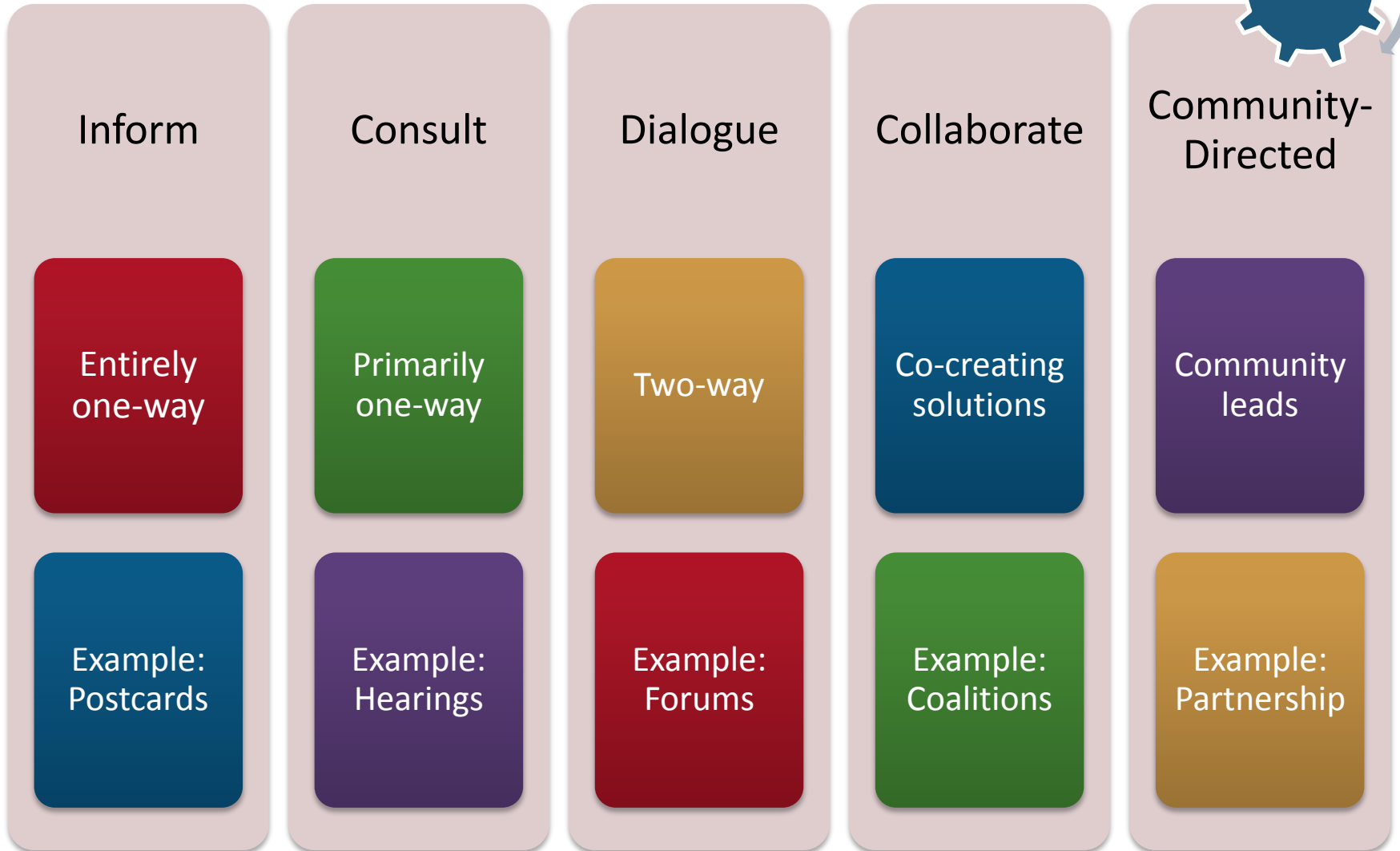
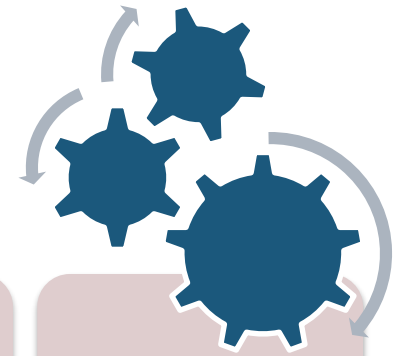
How: Recommendations
Describe recommendations to address disparate or inequitable impacts (Program, policy, partnership approaches, etc.):

What steps will need to be taken for these recommendations to move forward?

Who is accountable for this decision?

How will those impacted by this issue be informed of progress and impacts over time?

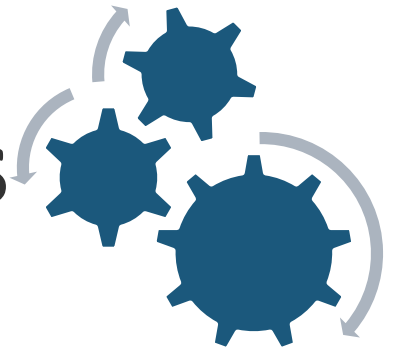
Community engagement



Case Study for Use with RESJI Tool

A neighborhood has experienced a significant increase in violent crime in a short span of time. A group of high-level city officials visited the neighborhood to see if they could find out more about issues underlying the violence. As it became dark, they noticed that many of the streetlights in the neighborhood were out. In investigating why so many streetlights were not working, it was identified that streetlight repairs are done via a complaint-based system and that very few calls were coming in from this part of the city.

At your table: RESJI Analysis



Discuss and complete questions from one section at a time:

1. What
2. Who
3. Why
4. Where
5. How: Recommendations

Tool Use Debrief

- What was it like to use the tool?
- What would make it easier or more comfortable to use?
- What are some of the challenges you foresee?
- How do you envision the tool being used in your own work/department?

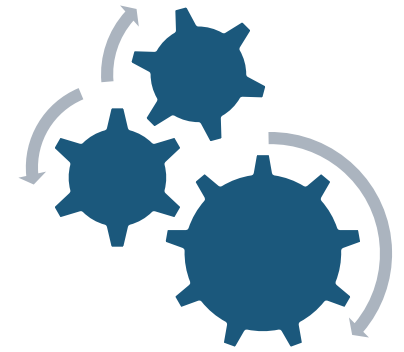
Reflection

Given your spheres of control, how can you have an impact?

- Short-term
- Long-term
- Work
- Home
- Social/community



Thank You!



“Question everything. Every stripe, every star,
every word spoken. Everything.”

-Ernest Gaines