

# RACIAL EQUITY AND SOCIAL JUSTICE TOOL

## FAST TRACK VERSION



Racial Equity  
& Social Justice Initiative





# Racial Equity and Social Justice Initiative RESJ Tool: Fast-Track Version

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## INSTRUCTIONS

*This abbreviated version of the full RESJ Tool is intended for issues on a short timeline or without a widespread impact.*

*Examples:*

- single piece of legislation already drafted and introduced.
- creation of a single position description and job posting for an open position
- development of a single budget item proposal

*For broader policies and legislation in its beginning phase, please use the full version of the RESJ Toolkit.*

*This tool should be completed by people with different racial and socioeconomic perspectives. When possible, involve those directly impacted by the issue. Include and document multiple voices in this process. The order of questions may be re-arranged to suit your situation.*

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**Mission of the Racial Equity and Social Justice (RESJ) Initiative:** To establish racial equity and social justice as core principles in all decisions, policies and functions of the City of Madison.

**Equity** is just and fair inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential. Equity gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion ([www.policylink.org](http://www.policylink.org)).

The persistence of deep racial and social inequities and divisions across society is evidence of bias at the individual, institutional and structural levels. These types of bias often work to the benefit of White people and to the detriment of people of color, usually unintentionally or inadvertently.

**Purpose of this Tool:** To facilitate conscious consideration of equity and examine how communities of color and low-income populations will be affected by a proposed action/decision of the City.

The “*What, Who, Why, and How*” questions of this tool are designed to lead to strategies to prevent or mitigate adverse impacts and unintended consequences on marginalized populations.

## BEGIN ANALYSIS

Name of topic or issue being analyzed:

Darbo Drive to Webb Avenue New Street Connection

Main contact name(s) and contact information for this analysis:

Lisa Coleman, City Engineering & Darbo-Worthington NRT Co-lead, 266-4093  
lcoleman@cityofmadison.com

Names and affiliations of others participating in the analysis:

Eric Dundee, City Engineering  
Jule Stroik, Planning Division  
Worthington Park N'hood Association - solicited input 10/9/17  
Attendees of Public Info meeting 9/28/17 - solicited input 9/28/17  
Darbo-Worthington Neighborhood Resource team - solicited input 10/10/17  
Brothers Aligned Coalition - solicited input 9/22/17

**1. WHAT**

a. What does the policy, plan or proposal seek to accomplish?

Provide a street connection, in order to provide better connectivity through the neighborhood. Provide better access to three commercial sites (two of which are vacant) at 3002 Darbo Drive, 3059 E. Washington, and 3077 E. Washington, which could promote beneficial redevelopment of these sites. Provide a more direct route to Department of Corrections at 3099 E. Washington, which is an employment center. New street design includes space for a widened terrace on the west side to provide a location for community activities, such as the farmer's market. While there is desire for a pedestrian connection, sidewalks will not be installed with the project because a new Wisconsin state law prohibits municipalities from using their established process for acquiring land (condemnation), for purposes of building pedestrian ways (sidewalks).

b. What do available data tell you about this issue? (See page 3 for guidance on data resources.)

The Draft Darbo-Worthington Starkweather Neighborhood Plan recommends a new street connection to improve access to the three sites fronting E. Washington Avenue. In addition, the street extension will provide a more direct access to the major employer in the area, Department of Corrections, and thus reduce commuter traffic going through the residential areas.

c. What data are unavailable or missing?

No specific development proposals yet for the three commercial sites. Uncertainty about the future of the Department of Corrections site, for which the lease may not be renewed.

**2. WHO**

a. Who (individuals or groups) could be impacted by the issues related to this policy, plan or proposal?  
Who would benefit?

N'hood as a whole could be positively impacted by redevelopment of the 3 commercial properties. Residents along Darbo Drive, Rosemary Ave and Webb Ave may see less traffic from those driving to the Department of Corrections, coming from East Wash/Marquette. Owners of the commercial properties may have better redevelopment potential. Some of those employed at Department of Corrections may have a more direct route to their workplace. New street design widened terrace could provide location for farmer's market - n'hood residents could benefit.

Who would be burdened?

Salvation Army would lose parking. Size of parking lot at 3023 Webb also reduced. Those using services of Salvation Army and arriving by car would have less available parking. Currently, people tend to walk between Webb and Darbo through the Salvation Army lot and an existing path --new sidewalks would provide a safer pedestrian connection however the City is not able to include sidewalks with the project, as a direct result of recent state law changes. N'hood residents could be impacted by more traffic & congested parking if redevelopment of the commercial sites draws more traffic. Temporary impact - noise and dust, etc. during the actual construction project.

Are there potential disproportionate impacts on communities of color or low-income communities?

Yes -Study area demographics in N'hood plan has greater than City average for "Black or African American" and for "Other & two or more races." Study area median income is less than City median household income. Communities of color & low-income communities could be disproportionately affected by both the positive and negative impacts of the project.

### **3. WHY**

a. What are potential unintended consequences (social, economic, health, environmental or other)?

Potentially more traffic due to redevelopment of the commercial sites? Potential circular "cruising" pattern around the new block? Concern about City investing in a new road now, and then not having available funding for a potential future neighborhood center (allocation of limited resources throughout many neighborhoods). Loss of space in existing Salvation Army parking lot for community activities such as pop-up market. Possible lost space for potential community garden if Salvation Army elects to develop lot east of gym for parking, as a result of loss of parking in existing parking lot due to road project.

### **4. HOW: RECOMMENDATIONS SECTION**

a. Describe recommended strategies to address adverse impacts, prevent negative unintended consequences and advance racial equity (program, policy, partnership and/or budget/fiscal strategies):

To the extent possible, try to ensure that redevelopment of the commercial properties benefits the neighborhood residents and not just external parties. Provide adequate street lighting. Consider speed humps if future traffic warrants them. Consider installing sidewalk if the opportunity arises as properties redevelop. Consider crosswalk at SE quadrant of new intersection at Darbo, so East Pointe residents can easily cross to Salvation Army. For construction contract, consider including a craft labor apprentice provision, to introduce one or more local residents into the construction workforce. Consider allowing street closures on the new street on weekends for community events such as the pop-up market. Encourage citizens wanting sidewalk to contact the Wisconsin Assembly, Senate, and Governor to express dissatisfaction with the recent state law change, signed with the state budget, which prohibits municipalities from using the power of condemnation "for the purpose of establishing or extending recreational trails, bicycle ways or lanes, or pedestrian ways".

## DATA RESOURCES FOR RACIAL EQUITY AND SOCIAL JUSTICE IMPACT ANALYSIS

### City of Madison

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- Neighborhood Indicators (UW Applied Population Lab and City of Madison):  
<http://madison.apl.wisc.edu>
- Open Data Portal (City of Madison):  
<https://data.cityofmadison.com>
- Madison Measures (City of Madison):  
[www.cityofmadison.com/finance/documents/madisonmeasures-2013.pdf](http://www.cityofmadison.com/finance/documents/madisonmeasures-2013.pdf)
- Census reporter (US Census Bureau):  
<http://censusreporter.org/profiles/06000US5502548000-madison-city-dane-county-wi>

### Dane County

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- Geography of Opportunity: A Fair Housing Equity Assessment for Wisconsin's Capital Region (Capital Area Regional Planning Commission):  
[www.capitalarearpc.org](http://www.capitalarearpc.org)
- Race to Equity report (Wisconsin Council on Children and Families):  
<http://racetoequity.net>
- Healthy Dane (Public Health Madison & Dane County and area healthcare organizations):  
[www.healthydane.org](http://www.healthydane.org)
- Dane Demographics Brief (UW Applied Population Lab and UW-Extension):  
[www.apl.wisc.edu/publications/Dane\\_County\\_Demographics\\_Brief\\_2014.pdf](http://www.apl.wisc.edu/publications/Dane_County_Demographics_Brief_2014.pdf)

### State of Wisconsin

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- Wisconsin Quickfacts (US Census):  
<http://quickfacts.census.gov/qfd/states/55000.html>
- Demographics Services Center (WI Dept of Administration):  
[www.doa.state.wi.us/section\\_detail.asp?linkcatid=11&linkid=64&locid=9](http://www.doa.state.wi.us/section_detail.asp?linkcatid=11&linkid=64&locid=9)
- Applied Population Laboratory (UW-Madison):  
[www.apl.wisc.edu/data.php](http://www.apl.wisc.edu/data.php)

### Federal

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- American FactFinder (US Census):  
<http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>
- 2010 Census Gateway (US Census):  
[www.census.gov/2010census](http://www.census.gov/2010census)