

# Racial Equity and Social Justice Initiative RESJ Tool: Comprehensive Version



## INSTRUCTIONS

*Use this tool as early as possible in the development of City policies, plans, programs and budgets.*

*For issues on a short timeline or with a narrow impact, you may use the RESJ Tool – Fast Track Version.*

*This analysis 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.*

**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

Title of policy, plan or proposal:

Jenifer Street Detour

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

Chuck Kamp, Metro Transit, 608-266-4904, Drew Beck, Tim Sobota, Kate Christopherson, Ann Schroeder, Metro Transit

Names and affiliations of others participating in the analysis:

Toriana Pettaway, Department of Civil Rights, Erin Stenson, Human Resources

**1. WHAT**

a. What is the policy, plan or proposal being analyzed, and what does it seek to accomplish?

The Jenifer Street neighborhood is undergoing a reconstruction project from May, 2016, through November, 2016. The project requires a detour from Jenifer St. which provides services for both local coverage and transfer services through transfer points. The detour has two proposed alternate routes including Williamson Street and East Washington Ave. The alternative detour proposal using Williamson Street as configured creates longer route times for connecting transfers than the East Washington Street Route. The Williamson Street route is in closer proximity for local users of the 3, 4, and 7 routes.

b. What factors (including existing policies and structures) associated with this issue might be affecting communities of color and/or low-income populations differently?

People with low-incomes and people of color are more than twice as likely to require a transfer to complete their trip.

c. What do available data tell you about this issue? (See page 5 for guidance on data resources.)

Current information includes: 1. On-time performance data for routes 3, 4, and 7. 2. 2015 onboard survey which includes demographic information of riders, excluding students and related income information. 3. Distribution data related to low income and residents of color. 4. Police calls for transfer points and railroad corridor. 5. Ride times broken down demographically. 6. Measure current speeds/travel times from Williamson Street -between Balwin and Livingston. 7. Potential travel time on Williamson Street. 8. Potential Williamson Street modifications and associated travel times. 9. Statistics related to actual crime rates and comparison reports from TPC hearings.

d. What data are unavailable or missing?

Data: 1. Direct input from residents outside of the Jenifer Street corridor directly impacted by potential detours. 2. Route 3, 4, and 7 riders, needing a transfer. 3. Identification and survey of social service providers along peripheral routes that connect to 3, 4, and 7.

Staff originally planned an in-person survey of riders at transfer points. However, as the analysis progressed, further information revealed that buses on the revised detour recommendation would not experience a decline in on-time performance and the survey was deemed unnecessary.

e. Which focus area(s) will the policy, plan or proposal primarily impact?

Please add any comments regarding the specific impacts on each area:

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Community/Civic Engagement | <input type="checkbox"/> Food Access & Affordability |
| <input type="checkbox"/> Criminal Justice                      | <input type="checkbox"/> Government Practices        |
| <input type="checkbox"/> Early Childhood                       | <input type="checkbox"/> Health                      |
| <input type="checkbox"/> Economic Development                  | <input type="checkbox"/> Housing                     |
| <input type="checkbox"/> Education                             | <input type="checkbox"/> Planning & Development      |
| <input type="checkbox"/> Employment                            | <input type="checkbox"/> Service Equity              |
| <input type="checkbox"/> Environment                           | <input type="checkbox"/> Transportation              |
| <input type="checkbox"/> Other (please describe)               |  |

Comments:

## 2. WHO

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

Dependent on the detour selected, primary groups potentially impacted include: transit dependent riders, riders usually boarding on Jenifer street, businesses and residents on Williamson Street.

Who would be burdened?

Dependent on the detour selected, primary groups potentially impacted include: transit dependent riders, riders usually boarding on Jenifer street, businesses and residents on Williamson Street

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

Dependent upon the detour selected, low-income communities and communities of color could be disproportionately impacted through increased travel times, missed connections, and lengthy delays.

- b. Have stakeholders from different racial/ethnic and socioeconomic groups—especially those most affected—been informed, involved and represented in the development of this proposal or plan? Who is missing and how can they be engaged? (See page 6 for guidance on community engagement.)

Initial discussions resulted in the planning of additional outreach to various racial/ethnic and socioeconomic groups through survey mechanisms. Upon development of the recommendations included here, those surveys became unnecessary due to the reduction of impacts to those who use Transit as the primary means of transportation.

- c. What input have you received from those who would be impacted and how did you gather this information? Specify sources of comments and other input.

Alder contacts, neighborhood meeting attendance, normal internet and email feedback, as well as feedback through the Transit and Parking Commission.

## 3. WHY

- a. What are the root causes or factors creating any racial or social inequities associated with this issue? (Examples: Bias in process; Lack of access or barriers; Lack of inclusive engagement)

People of color and low income populations more frequently use Transit as the primary means of transportation. The routes requiring rerouting due to Jenifer Street construction make connects at the transfer points. Riders of color and low income riders have higher frequency usage of those routes. Previous route proposals created the potential for increased times due to the detour, resulting in potential for missed connections and lengthy delays at all transfers.

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

The removal of parking spaces on Williamson Street presents possible benefits and burdens to Williamson Street businesses and residents. Benefits result from the added pedestrian traffic created by the addition of Williamson Street service, and burdens from reduction of nearby parking spaces.

- c. What identified community needs are being met or ignored in this issue or decision?

Those transit dependent riders utilizing transfer points are anticipated to not see a reduction in on time performance due to modifications to the detour. Neighboring community members dependent on nearby services will now have availability of Williamson Street stops, reducing the distance between those riders normally boarding on Jennifer Street and other proposed routes.

**4. WHERE**

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

<input type="checkbox"/> All Madison neighborhoods	<input type="checkbox"/> Park Edge/Park Ridge
<input checked="" type="checkbox"/> Allied Drive	<input checked="" type="checkbox"/> Southside
<input type="checkbox"/> Balsam/Russet	<input checked="" type="checkbox"/> East Madison (general)
<input checked="" type="checkbox"/> Brentwood/Northport Corridor	<input checked="" type="checkbox"/> North Madison (general)
<input type="checkbox"/> Darbo/Worthington	<input checked="" type="checkbox"/> West Madison (general)
<input type="checkbox"/> Hammersley/Theresa	<input checked="" type="checkbox"/> Downtown/Campus
<input checked="" type="checkbox"/> Leopold/Arbor Hills	<input checked="" type="checkbox"/> Dane County (outside Madison)
<input checked="" type="checkbox"/> Owl Creek	<input type="checkbox"/> Outside Dane County
Comments:	

**5. HOW: RECOMMENDATIONS SECTION**

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

<ol style="list-style-type: none"><li>Reroute routes 3, 4, 7, 10, 38 to Williamson Street with the following modifications:<ul style="list-style-type: none"><li>Modification to stops to reduce stops to every other block.</li><li>Removal of parking at signalized intersections and in 1200 block of westbound Williamson Street to allow for on time performance without increase in drive times resulting in increased failure to meet transfer points.</li><li>Addition of ADA necessary concrete boarding pads at stops.</li><li>Addition of enforcable bus stop signage to ensure limited traffic flow disruptions.</li></ul></li><li>Reserve potential extension to peak hour traffic restrictions, pending review of adequate on time performance data.</li><li>Reserve potential removal of additional parking spaces, pending review of adequate on time performance data.</li></ol>
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b. Is the proposal or plan:

<ul style="list-style-type: none"><li><input checked="" type="checkbox"/> Realistic?</li><li><input type="checkbox"/> Adequately funded?</li><li><input type="checkbox"/> Adequately resourced with personnel?</li><li><input checked="" type="checkbox"/> Adequately resourced with mechanisms (policy, systems) to ensure successful implementation and enforcement?</li><li><input type="checkbox"/> Adequately resourced with provisions to ensure ongoing data collection, public reporting, stakeholder participation and public accountability?</li></ul> <p>If you answered "no" to any of the above, what resources or actions are needed?</p>
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c. Who is accountable for this decision?

Metro Transit General Manager, Chuck Kamp
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d. How will impacts be documented and evaluated? What are the success indicators and progress benchmarks?

On-time performance measures will be evaluated daily based on customer and driver feedback. On time performance data will be evaluated through regular monthly reporting. Any additional modifications (see recommendations 2 and 3) will be through standard detour modification procedures.

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

Detour information will be provided through newspapers, flyers on buses, social media, website, google maps, and text alerts.  
Impact will be reviewed and evaluated through regular monthly reporting.

## 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)

# CITY OF MADISON RACIAL EQUITY AND SOCIAL JUSTICE COMMUNITY ENGAGEMENT CONTINUUM

Adapted from *Community Engagement Guide: A tool to advance Equity & Social Justice in King County*

The continuum provides details, characteristics and strategies for five levels of community engagement. The continuum shows a range of actions from county-led information sharing that tends to be shorter-term to longer-term community-led activities. The continuum can be used for both simple and complex efforts. As a project develops, the level of community engagement may need to change to meet changing needs and objectives.

The level of engagement will depend on various factors, including program goals, time constraints, level of program and community readiness, and capacity and resources. There is no one right level of engagement, but considering the range of engagement and its implications on your work is a key step in promoting community participation and building community trust. Regardless of the level of engagement, the role of both the City of Madison and community partners as part of the engagement process should always be clearly defined.

Levels of Engagement				
<b>City Informs</b> City of Madison initiates an effort, coordinates with departments and uses a variety of channels to inform community to take action	<b>City Consults</b> City of Madison gathers information from the community to inform city-led projects	<b>City engages in dialogue</b> City of Madison engages community members to shape city priorities and plans	<b>City and community work together</b> Community and City of Madison share in decision-making to co-create solutions together	<b>Community directs action</b> Community initiates and directs strategy and action with participation and technical assistance from the City of Madison
Characteristics of Engagement				
<ul style="list-style-type: none"> <li>Primarily one-way channel of communication</li> <li>One interaction</li> <li>Term-limited to event</li> <li>Addresses immediate need of City and community</li> </ul>	<ul style="list-style-type: none"> <li>Primarily one-way channel of communication</li> <li>One to multiple interactions</li> <li>Short to medium-term</li> <li>Shapes and informs city projects</li> </ul>	<ul style="list-style-type: none"> <li>Two-way channel of communication</li> <li>Multiple interactions</li> <li>Medium to long-term</li> <li>Advancement of solutions to complex problems</li> </ul>	<ul style="list-style-type: none"> <li>Two-way channel of communication</li> <li>Multiple interactions</li> <li>Medium to long-term</li> <li>Advancement of solutions to complex problems</li> </ul>	<ul style="list-style-type: none"> <li>Two-way channel of communication</li> <li>Multiple interactions</li> <li>Medium to long-term</li> <li>Advancement of solutions to complex problems</li> </ul>
Strategies				
Media releases, brochures, pamphlets, outreach to vulnerable populations, ethnic media contacts, translated information, staff outreach to residents, new and social media	Focus groups, interviews, community surveys	Forums, advisory boards, stakeholder involvement, coalitions, policy development and advocacy, including legislative briefings and testimony, workshops, community-wide events	Co-led community meetings, advisory boards, coalitions and partnerships, policy development and advocacy, including legislative briefings and testimony	Community-led planning efforts, community-hosted forums, collaborative partnerships, coalitions, policy development and advocacy, including legislative briefings and testimony

**NOTES**

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