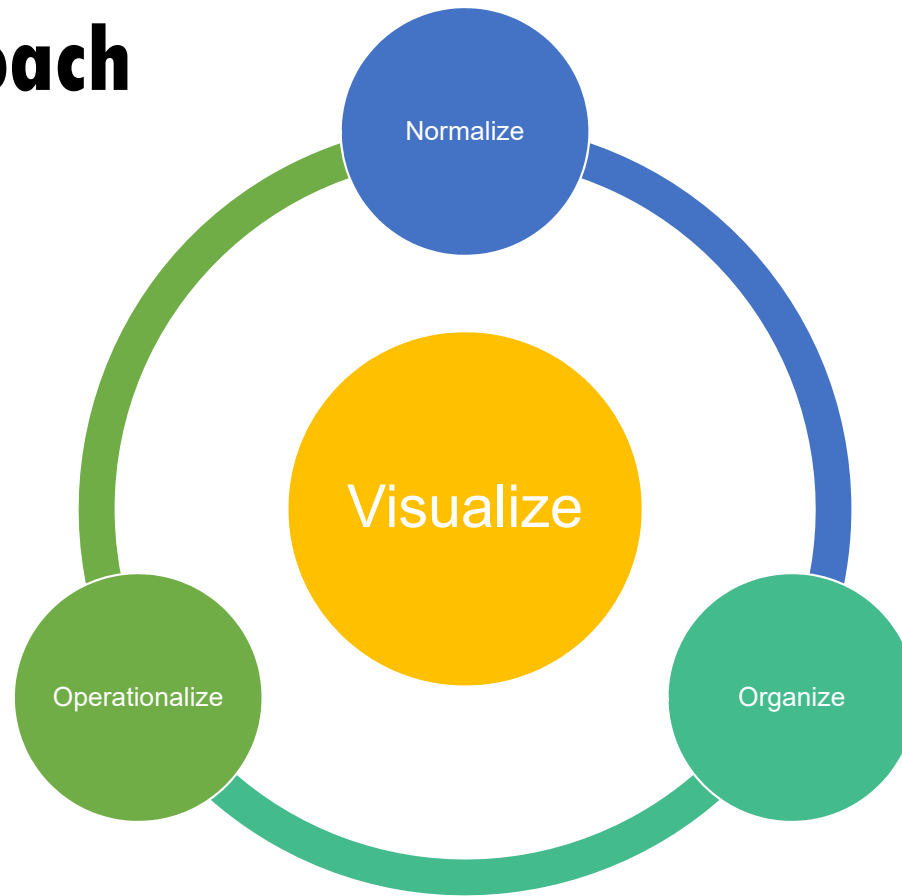




**Parks Racial Equity Change Team**  
**Terrence Thompson, CPM, CPRP**  
**City of Madison Racial Equity & Social Justice Initiative**



# GARE Approach



# Racial Equity Action Plan Overview

Change Team	Goals
Tools and Training	1. Apply a racial equity lens in the division's project, program, policy planning, and hiring processes.
	2. Provide ongoing tools and training, and increase employees ability to apply racial equity best practices to communities of color.
Health & Safety	3. Increase access to healthy environments and recreational opportunities for residents and staff.
	4. Gather baseline data regarding safety in parks.
Employment	5. Increase the hiring and retention of full-time and seasonal/hourly staff of color to reflect the demographics of the City of Madison per the 2020 Census.
	6. Provide career development opportunities for employees of color to advance within Parks and the City of Madison.
Public Participation, Strategic Plan & Budget	7. Create a Parks and Public Participation framework that uses a racial equity lens on planning and construction projects, community service programs, and polices.
	8. Incorporate racial equity into the strategic planning and budgetary processes.

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# Morning Café Overview

Date	Class	Attendance	Q1	Q2	Q3
8/20/2020	Whiteness & White Privilege	38	100%	100%	96%
9/15/2020	LGBTQ Terminology	25	100%	100%	100%
10/15/2020	Criminal Justice Reform & Defunding the Police	28	92%	92%	92%
11/19/2020	Debunking Myths About Madison Hip-Hop	29	100%	100%	100%
12/17/2020	Dismantling Microaggressions	21	100%	92%	100%
1/21/2021	Parks, Recreation, and Systemic Racism Part 1	40	100%	100%	100%
2/18/2021	Mental Health impacts of Systemic Racism	24	80%	90%	90%
3/18/2021	Parks, Recreation, and Systemic Racism Part 2	29	100%	93%	100%
4/22/2021	Parks, Recreation, and Systemic Racism Part 3	25	93%	87%	93%
6/17/2021	Public Participation in Government Pt 1	27	100%	100%	100%
7/15/2021	Public Participation in Government Pt 2	29	100%	100%	100%
Average		29	97%	96%	97%

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# Public Participation Matrix

	Maintenance	Maintenance w/ Minor Redesign	New Facilities or Significant Redesign	Playgrounds and (Future) Bike Playgrounds	Design Studies	Master Plans - New Mini/Neighborhood Parks	Master Plans - Community	District Wide Master Plans - Developed Parks with No Master Plans & Parks with Adopted Master Plans (Asset Information Reports)	POSP
Notice to Alder about Project (ask to forward to NA's)	x	x	x	x	x	x	x	x	x
Notice to Neighborhood Association about Project			x	x		x	x	x	x
Notice to Stakeholders about Project			x			x	x	x	x
Notice to User Groups (specific users of facility)	x	x	x						
Postcards about Project						x	x	x	x
Post Signs in Park about Project	tbd	tbd	tbd				x	x	x
Project Website	x	x	x	x	x	x	x	x	x
Public Meeting #1			x	x		x	x	x	x
Send email meeting Notice to Alder			x	x		x	x	x	x
Send email meeting Notice to NA			x	x		x	x	x	x
Send email meeting Notice to stakeholder			x	x		x	x	x	x
Send Postcards			x	x		x	x	x	x
Post Signs in Park			x	x		x	x	x	x
Advertise on Social Media (Facebook, Twitter, Instagram)			x	x		x	x	x	x
Add to City Calendar			x	x		x	x	x	x
Public Meeting #2			only if needed/requested	x		x	x	x	x
Send email meeting Notice to Alder				x		x		x	x
Send email meeting Notice to NA				x		x		x	x
Send email meeting Notice to stakeholder				x		x		x	x
Send Postcards									x
Post Signs in Park				x		x			x
Advertise on Social Media (Facebook, Twitter, Instagram)				x		x			x
Add to City Calendar				x		x			x
Additional PIM's			only if needed/requested				x		x
Present to BPC for updates (outside of Superintendent's Report)			typ. only for multi-phase project				x	x	x
Online Survey			only if needed/requested			x		x	x
Paper Survey						x			x
Comment Cards									x
Attend NA Meeting			only if paired with public input meeting						x
User Group Meetings (Focus Groups, Stakeholder Groups, etc.)							x		x
BPC for Approval						x	x	x	x
Inform via Social Media outside of Public Meetings			ok, but not necessary	x		x	x	x?	x
Parks Newsletter: Out and About			ok, but not necessary				x	x?	x
Long Range Planning								x?	x
City Official Advisory Committee									
Information Drop Boxes/Tables							x		
Design Workshop							x		
Attend Existing Meeting									x
Site Walkthrough			only if needed/requested						
Poster at Community Centers, Libraries, etc.							x		x
Open Trailer									
Use RESJI Tool (one of 3 required)			x				x		

# What questions do you have?

