

Racial Equity and Social Justice Initiative

June 12, 2014



Mission: Establish racial equity and social justice as core principles in all decisions, policies and functions of the City of Madison

Vision:

- Living wage jobs, safe neighborhoods, high-quality education, a healthy, sustainable natural environment, efficient public transit, parks and green spaces, affordable and safe housing and healthy food are afforded to all;
- The benefits of growth and change are equitably shared across our communities;
- All people have opportunities for fair and just inclusion in public processes and decisions; and
- One's future is not limited by race, ethnicity, gender, sexual orientation, disability, age, income, place of birth, place of residence or other group status.

Focus Areas and Preliminary Recommendations for Implementation (2-3 years)

1. Equity in City Operations

- 1a. Conduct ongoing equity training and capacity building
- 1b. Increase equity in personnel practices city-wide
- 1c. Develop departmental "Change Teams" and ensure that each department is represented on the Equity Core Team
- 1d. Develop and annually update departmental work plans
- 1e. Develop equity guidelines for City spending and distribution of resources

2. Equity in City Policies and Budgets

- 2a. Hire a City of Madison Data Solutions Specialist to:
- 2b. Conduct Equity Impact Analysis to inform policy and development decisions
- 2c. Increase involvement of communities of color in planning and policy processes
- 2d. Introduce performance-based budgeting (a national best practice budgeting model) with goals tied to equity indicators

3. Equity in the Community

- 3a. Reframe the way City officials and staff discuss race in local media
- 3b. Introduce a community liaison model to increase participation in City decision making
- 3c. Promote community engagement and support opportunities for all to participate and prosper