

Citywide Goal #3: Racial Equity and Social Justice



OUTCOMES SUMMIT
MAY 2017

Why is this Goal important?

- Across virtually all indicators of quality of life and well-being, people of color in Madison do not experience the same opportunities and positive outcomes as their white counterparts.
- Racial and social inequity is deeply rooted in a history of exclusion and exists at the individual, institutional, and structural levels.
- Local government has the ability and the obligation to work to undo racial and social inequity. The City of Madison can advance racial equity and social justice through services and operations, policymaking, and participation in our local democracy.
- Equity Statement: We envision a future Madison where individual and group outcomes are not determined by race, class, gender, place of birth, disability, or other group status, and where everyone has an opportunity for fair and just inclusion in public processes and decisions.

How will we know we are successful in achieving this Goal?

Outcome 1: Ensure that communities of color and low income families have access to quality affordable housing throughout the entire city.

- Indicator: The percentage of all Madison renter households paying more than 50% of their income for housing

Contributing Issues:

Positive	Negative
The City established an Affordable Housing Fund (AHF), committing an add'l \$4.5M annually for at least five years. That commitment has since been extended.	Housing discrimination and restrictive tenant selection criteria limit the ability for people of color to secure and maintain rental housing.
Commitments from the AHF since 2014 have contributed to eight mixed income affordable projects, totaling 525 units, 460 of which will be affordable, with 105 designated to house persons who are formerly homeless.	State laws were recently revised, significantly reducing tenant rights and making it much easier for landlords to evict tenants on short notice with little to no evidence of wrongdoing.
City PCED and Parks collaborated on an ordinance establishing a waiver or park fees for affordable housing projects starting in 2017.	The rental vacancy rate in Madison is currently less than 3%, resulting in competition for rental units and impacting rent prices and tenant selection criteria.

Partners

Gov. Agencies

Housing-related CBOs

Developers

How will we know we are successful in achieving this Goal?

Outcome 2: Reduce transit travel time for people of color.

- Indicator: The difference between transit travel time for Blacks/African Americans compared with whites.

Data:

African American riders experience 41% longer trip times and three times as many transfers as white riders, according to a recent survey conducted by Metro Transit.

Contributing Issues:

Positive	Negative
Madison is planning for bus rapid transit (BRT) services, which should improve access to and from peripheral areas of the city.	Metro's funding relies heavily on fare revenue, making it difficult to plan routes based on need
Metro Transit has committed to collecting annual data on transit ridership, origins, and destinations by race and income	It is easier for people with privilege (many of whom are current riders) to access and influence the system
Metro has added new routes and services on existing routes in the recent past in response to community need and resident-driven demand	

Partners

Gov. Agencies

CBOs and faith orgs

UW

How will we know we are successful in achieving this Goal?

Outcome 3: Ensure equal treatment within the law enforcement and criminal justice system.

- Indicator: Racially disaggregated data on points of contact, arrest, conviction, and sentencing.



Positive	Negative
The City has contracted for a comprehensive review of police policies and procedures. This review will provide opportunities to make changes to address existing inequities.	Many racialized inequities arise due to implicit bias in situations where discretion is applied. Proper policy and procedure adjustment can help to prevent inequitable outcomes.
Municipal Court and MPD have partnered so that all youth under 17 who are detained by officers will be redirected from criminal court to a restorative justice court.	While MPD and Municipal Court are under the auspices of the City, many other partners will be required to effectively change the law enforcement and criminal justice indicators past the point of contact and arrest.



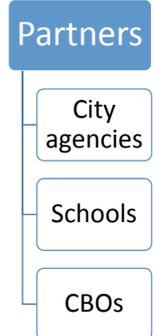
How will we know we are successful in achieving this Goal?

Outcome 4: Remove barriers to employment and economic success.

- Indicator: Length of tenure and employment status of City employees by race, ethnicity, and gender.



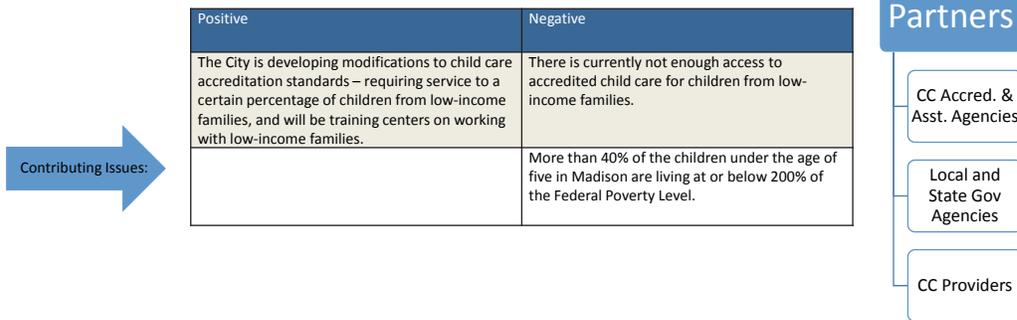
Positive	Negative
A 2015 survey administered by the Multicultural Affairs Committee suggested several strategies for improving workplace culture and addressing areas of concern for employees of color	The same 2015 survey identified many areas of concern among employees of color, including fear of retaliation, exclusivity, and limited growth opportunities.
City HR has developed a Women's Leadership Series and has increased efforts to recruit employees of color into leadership programs.	Gaps exist in skills and job preparation due to educational and economic barriers.
Internship programs have removed barriers for future professionals and have promoted several candidates into permanent positions	Gaps exist in access to job requirements, such as a driver's license.



How will we know we are successful in achieving this Goal?

Outcome 5: Ensure all families have access to quality, income-appropriate child care

- Indicator: Proportion of children enrolled in accredited child care centers from families at or below 200% of the poverty level.



How will we know we are successful in achieving this Goal?

Outcome 6: Improve access to quality out of school time programming that needs the needs of youth of color and those from low-income households.

- Indicator: Number of students served in City-funded out of school programs, by race and income.

