

EOC Employment Committee Strategic Plan 2015-2016

Mission: To assist the Madison Equal Opportunities Committee in fulfilling its mission of enabling all individuals to live and work free of employment discrimination by acting as an advisor on fair employment issues; and by further developing and supporting the community's understanding of and commitment to fair employment and to the value of diversity in the workplace.

GOALS	TEAM	DELIVERABLES	WHEN
<p>1. Reduce the impact of disparities in employment by setting goals and focusing on the issue to show positive results each year.</p>		<p>Identify and develop partnership with City of Madison school counselors/instructors including High Schools and Colleges (presentations to classrooms)</p> <p>Identify growth, development, and education for employment opportunities with a focus on mentorship, providing resources, and building relationships within the community with local employers</p> <p>Expand outreach youth employment readiness efforts to include a life skills development component.</p> <p>Complete equity impact analysis from RESJI toolkit on employment access within the city.</p> <p>Form partnerships with employers, employment agencies and community-based employment projects/programs to promote a better understanding of the importance of equal opportunities and equity in the workplace.</p>	
<p>2. Develop community collaboration, by educating employers and job seekers on best practices to reduce disparities in employment.</p>		<p>Identify targeted employers and agencies for partnership and/or membership such as school counselors; employers from other industries (manufacturing and/or biotech)</p> <p>Host a Welcome/Open House prior to the December meeting. The December meeting will consist of an educational session: The Emerging Workforce Study. All members expected to bring a guest. Create opportunities to engage and</p>	

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		collaborate with employers and stakeholders to address racial disparities in employment within the City of Madison.	
3. Receive, research, and provide feedback/advice on any directives from the EOC related to fair employment issues the value of diversity in the workplace.	All Committee Members	<p>Ban the Box</p> <p>Commission and Mayor recommendation and referrals.</p> <p>Increase awareness about Workplace trends, issues, changes with regards to equal opportunities and equity.</p>	
4. Advocate for people with disabilities with regards to equal opportunities and equity in employment in the City of Madison.		<p>Increase awareness regarding the barriers to employment for people with disabilities.</p> <p>Develop relationships with community stakeholders, such as, Department of Vocational Rehabilitation, DCR's Disability</p>	