



# City of Madison

City of Madison  
Madison, WI 53703  
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## Master

**File Number: 33869**

**File ID:** 33869

**File Type:** Resolution

**Status:** Passed

**Version:** 1

**Reference:**

**Controlling Body:** BOARD OF  
HEALTH FOR  
MADISON AND  
DANE COUNTY

**File Created Date :** 04/24/2014

**File Name:** Establishing the City of Madison Racial Equity and  
Social Justice Initiative.

**Final Action:** 07/15/2014

**Title:** Establishing the City of Madison Racial Equity and Social Justice Initiative.

### Notes:

**Sponsors:** Paul R. Soglin, Marsha A. Rummel, David Ahrens,  
Shiva Bidar-Sielaff, Maurice S. Cheeks, Joseph R.  
Clausius, Mark Clear, Lauren Cnare, Lucas Dailey,  
Denise DeMarb, Steve King, Larry Palm, Matthew J.  
Phair, Scott J. Resnick, Chris Schmidt, Paul E.  
Skidmore, John Strasser, Lisa Subeck, Michael E.  
Verveer, Anita Weier and Ledell Zellers

**Effective Date:** 07/16/2014

**Attachments:** RESJ Report & Recommendations (4/24/14).pdf,  
RESJ Initiative handout Board of Health June 12  
2014.pdf

**Enactment Number:** RES-14-00546

**Author:** Jordan Bingham & Melissa Gombar, City Equity Team Mem

**Hearing Date:**

**Entered by:** lveldran@cityofmadison.com

**Published Date:**

### Approval History

Version	Date	Approver	Action
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### History of Legislative File

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	Mayor's Office	04/24/2014	Referred for Introduction				
	<b>Action Text:</b>	This Resolution was Referred for Introduction					
	<b>Notes:</b>	Board of Health Madison-Dane County, Community Services Committee, Common Council Organizational Committee, Board of Estimates, Equal Opportunities Commission, Community Development Block Grant Committee					

1	COMMON COUNCIL	04/29/2014	Referred	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	06/12/2014	
	<b>Action Text:</b>	This Resolution was Referred to the BOARD OF HEALTH FOR MADISON AND DANE COUNTY				
	<b>Notes:</b>	Additional referrals to Board of Health Madison-Dane County, Community Services Committee, Common Council Organizational Committee, Board of Estimates, Equal Opportunities Commission, Community Development Block Grant Committee				
1	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	04/29/2014	Refer	COMMUNITY SERVICES COMMITTEE	05/28/2014	
	<b>Action Text:</b>	This Resolution was Refer to the COMMUNITY SERVICES COMMITTEE				
	<b>Notes:</b>					
1	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	04/29/2014	Refer	COMMON COUNCIL ORGANIZATIONAL COMMITTEE (ended 4/2017)	07/01/2014	
	<b>Action Text:</b>	This Resolution was Refer to the COMMON COUNCIL ORGANIZATIONAL COMMITTEE				
	<b>Notes:</b>					
1	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	04/29/2014	Refer	BOARD OF ESTIMATES (ended 4/2017)	06/09/2014	
	<b>Action Text:</b>	This Resolution was Refer to the BOARD OF ESTIMATES				
	<b>Notes:</b>					
1	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	04/29/2014	Refer	EQUAL OPPORTUNITIES COMMISSION	05/08/2014	
	<b>Action Text:</b>	This Resolution was Refer to the EQUAL OPPORTUNITIES COMMISSION				
	<b>Notes:</b>					
1	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	04/29/2014	Refer	COMMUNITY DEVELOPMENT BLOCK GRANT COMMITTEE		
	<b>Action Text:</b>	This Resolution was Refer to the COMMUNITY DEVELOPMENT BLOCK GRANT COMMITTEE				
	<b>Notes:</b>					
1	EQUAL OPPORTUNITIES COMMISSION	05/08/2014	Return to Lead with the Recommendation for Approval	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	06/12/2014	Pass
	<b>Action Text:</b>	Melissa Gombar, Department of Civil Rights Affirmative Action Specialist, presented this initiative to the commission. After presentation, the commission discussed importance of accountability at the managerial level. Kathy Cramer moved to return this resolution to the lead (Board of Health for Madison and Dane County) with recommendation for approval. Alder Anita Weier seconded the motion, which passed by voice vote/other.				
		(John Quinlan exited the meeting at 6:23 P.M.; quorum still established)				
		(Lucía Nuñez exited the meeting at 6:36 P.M.)				
		(Sean Saiz exited the meeting at 6:40 P.M.; quorum still established)				
	<b>Notes:</b>					
1	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	05/08/2014				

1	COMMUNITY SERVICES COMMITTEE	05/28/2014	Return to Lead with the Recommendation for Approval	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	06/12/2014	Pass
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**Action Text:** Melissa Gombar from the Department of Civil Rights gave a presentation on Racial Equity and Social Justice. Equity can be defined as creating equal outcomes rather than equal opportunities.

A motion was made by Kim Genich, seconded by Pat Lasky to recommend approval of establishing the City of Madison Racial Equity and Social Justice Initiative. Motion passed by voice vote.

**Notes:**

1	COMMUNITY DEVELOPMENT BLOCK GRANT COMMITTEE	06/05/2014	Return to Lead with the Recommendation for Approval	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	06/12/2014	Pass
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**Action Text:** Jordan Bingham of Public Health Madison and Dane County gave a presentation on the City's Racial Equity and Social Justice Initiative and asked for feedback on the document before adoption. She discussed the definition of equity and the difference between equality and equity. Equality deals with distributing resources equally without regard to what needs are, whereas with equity, the goal is to achieve equality in outcomes so that barriers are removed for everyone. She passed out a document enumerating three priorities. The next implementation steps are (1) to expand the core team to include all departments in the City; (2) to provide training and capacity building; (3) to pilot the tool to 10 organizations; and (4) to recommend a new position to coordinate data across the City.

Discussion highlights

- Bowden asked if there had been push-back on the phrase "equality in outcomes." Bingham said no.
- Choudhury said the report was thoughtfully and beautifully written.

A motion was made by Phair, seconded by Whitesel, to Return to Lead with the Recommendation for Approval to the BOARD OF HEALTH FOR MADISON AND DANE COUNTY. The motion passed by voice vote/other.

1	BOARD OF ESTIMATES (ended 4/2017)	06/09/2014	Return to Lead with the Recommendation for Approval	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	06/12/2014	Pass
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**Action Text:** A motion was made by Schmidt, seconded by DeMarb, to Return to Lead with the Recommendation for Approval to the BOARD OF HEALTH FOR MADISON AND DANE COUNTY. The motion passed by voice vote/other.

**Notes:**

1	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	06/12/2014	RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER			Pass
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**Action Text:** A motion was made by Sieling, seconded by Lasky, to RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER. The motion passed by voice vote/other.

1	COMMON COUNCIL ORGANIZATIONAL COMMITTEE (ended 4/2017)	07/01/2014	Return to Lead with the Recommendation for Approval	BOARD OF HEALTH FOR MADISON AND DANE COUNTY	06/12/2014	Pass
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**Action Text:** Jordan Bingham and Melissa Gombar from the Equity Team were present and available to answer any questions.

A motion was made by Ald. Denise DeMarb, seconded by Ald. Marsha Rummel, to Return to Lead with the Recommendation for Approval to the BOARD OF HEALTH FOR MADISON AND DANE COUNTY. The motion passed by voice vote/other.

1 COMMON COUNCIL 07/15/2014 Adopt Pass

**Action Text:** A motion was made by Schmidt, seconded by DeMarb, to Adopt. The motion passed by voice vote/other.

**Notes:** 1 registrant neither in support nor opposed.

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**Text of Legislative File 33869**

**Fiscal Note**

The recommendations proffered by the Racial Equity and Social Justice (RESJ) Core Team as included in its report are focused primarily on the implementation of training and processes to address racial equity issues relative to City of Madison practices and those of the larger community. The initial efforts include a focus on training, broadening racial equity considerations throughout City processes, and, data gathering and analysis. Most of the implementation steps can be accommodated with existing staff resources; however, the Team has recommended the creation of a new 1.0 FTE Data Project Coordinator in 2015. The estimated expense for this new position is approximately \$80,000 to \$90,000 (including salary and fringe benefit expense), depending on the final classification and qualifications. The funding will be City levy monies and will need to be accommodated in the 2015 City operating budget, subject to State levy limits and City Council approval.

**Title**

Establishing the City of Madison Racial Equity and Social Justice Initiative.

**Body**

WHEREAS, the City of Madison has both the ability and an obligation to proactively work towards undoing long-standing institutional and structural bias that have resulted in racial, social, and economic inequities; and

WHEREAS, on October 2013 the Common Council adopted RES-13-00828 declaring the City of Madison's intent to adopt an equity impact model and requesting city staff to form a work group and begin working on an equity impact model and report back by April 2014; and

WHEREAS, city staff have formed an interdepartmental equity workgroup, the Racial Equity and Social Justice (RESJ) Core Team, to gather information and best practices from other cities and regions and develop recommendations for a City of Madison equity impact model. The RESJ and its subgroups meet regularly, have received training, and are performing tasks to accomplish the directives of RES-13-00828; and

WHEREAS, the RESJ has adopted the following mission: to establish racial equity and social justice as core principles in all decisions, policies and functions of the City of Madison; and

WHEREAS, the RESJ envisions a community where:

- 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; and

WHEREAS, the RESJ Core Team has completed the attached report entitled: "A Strategic Vision for the Future: City of Madison Racial Equity and Social Justice Initiative Baseline Report

and Initial Recommendations.”; and

WHEREAS, the RESJ Core Team has identified, through a variety of community engagement efforts, strong support and readiness among community partners for the City to take a targeted approach to address racial, social, and economic inequities; and

WHEREAS, the timeline for fully implementing the RESJ Initiative in the City of Madison is a two-to three-year initial implementation phase with all efforts brought fully to scale within five years ; and

WHEREAS, City of Madison’s RESJ Core Team recommends next steps in three focus areas:  
1. Equity in City Operations; 2. Equity in City Policies and Budgets; 3. Equity in the Community;

NOW, THEREFORE BE IT RESOLVED, that the Common Council accepts and adopts the RESJ report “A Strategic Vision for the Future: City of Madison Racial Equity and Social Justice Initiative Baseline Report and Initial Recommendations.”

BE IT FURTHER RESOLVED that the Common Council directs the RESJ Core Team to execute the five-year implementation plan as detailed in the report, specifically implementing the following next steps:

- A. Expand RESJ Core Team to include representation from all City departments
- B. Begin training and capacity building at all levels (City staff, elected officials, community partners) per Core Team training plan
- C. Continue to pilot and evaluate the use of the RESJ Toolkit on policy , program, and budget decisions
- D. Support a Data Project Coordinator position in 2015 City Operating Budget

BE IT FINALLY RESOLVED that the RESJ Core Team will provide regular updates on implementation of the RESJ Initiative to the Common Council and Mayor.