

City of Madison

Racial Equity and Social Justice Initiative



Defining Equity

Equity is **just** and **fair** inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential.

Equity gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion.

www.policylink.org



Justified anger: Rev. Alex Gee says Madison is failing its African-American community

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MICHELLE STOCKER — The Capital Times

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COMMENT
 The most racist city in the U.S.?
 Sarah Blaskey and Phil Gasper report on a new study that shows the pernicious effects of racism as it afflicts African Americans in liberal Madison, Wis.

October 31, 2013
 MADISON, WIS., has a reputation as one of the most liberal cities in the country. It is also possibly the most racially unequal.

In early October, *Race to Equity*--a Madison-based initiative started by the Wisconsin Council on Children and Families--released a report detailing racial disparities in Madison, and more broadly in Dane County, Wis. The



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 DANE COUNTY

'Alarming' racial disparities continue to plague Dane County

RACE TO EQUITY
 A Baseline Report on the State of Racial Disparities in Dane County

CITY OF MADISON MAYOR'S BLOG

MAYOR SOGLIN'S BLOG

RACIAL DISPARITIES AND THE RACE TO EQUITY PROJECT
 October 2, 2013 4:12 PM

The Wisconsin Council on Children and Families has completed its much awaited report [Baseline Report on the State of Racial Disparities in Dane County](#). The report confirms challenges as we work to improve our community for everyone.



Wisconsin data 'shocking' on African-American children

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April 02, 2014 4:15 am • GEORGE HESSELBERG | Wisconsin State Journal |
ghesselberg@madison.com | 608-252-6140

 (23) Comments



Wisconsin's place at the bottom of rankings comparing the well-being of African-American children to other youngsters in the United States can only be described as "stunning," and should jolt Wisconsinites out of complacency, a state advocate for children said.

"We are in last place. I hope that people are stunned and that it creates a call for action," said Ken Taylor, executive director of the **Wisconsin Council on Children and Families**. "This is an embarrassment for our state, and we all need to think about what we need to do to address this horrible situation."

“Isms” and their impacts on current culture

Individual racism:

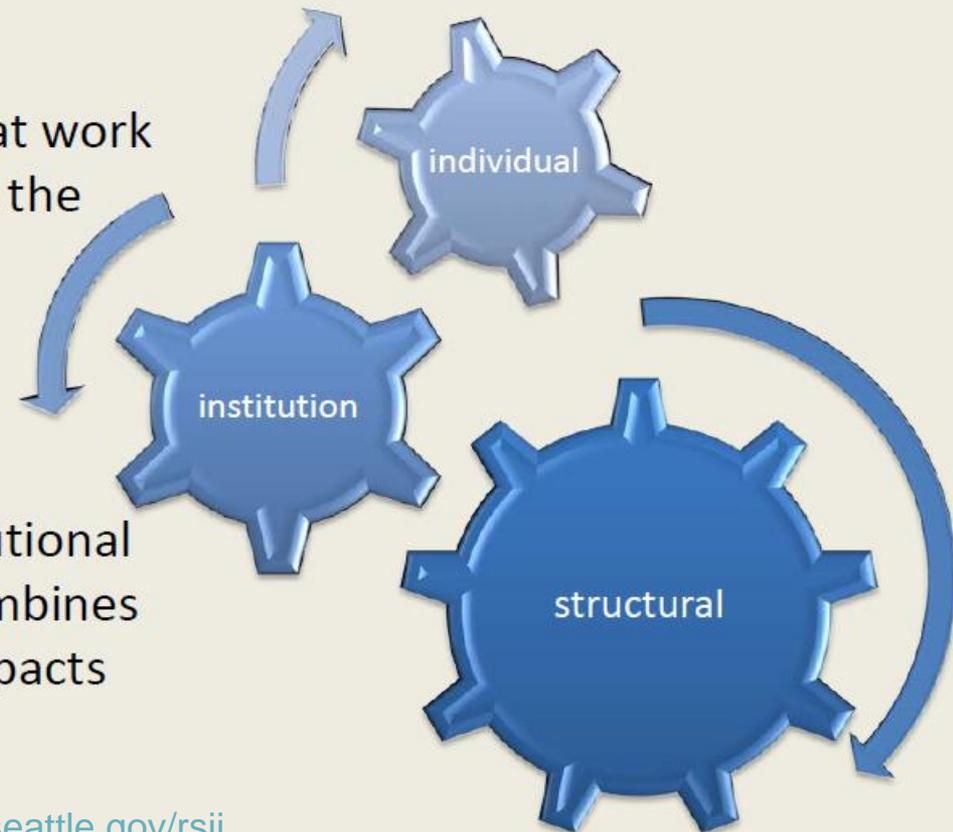
- Pre-judgment, bias, or discrimination by an individual based on race.

Institutional racism:

- Policies, practices and procedures that work to the benefit of white people and to the detriment of people of color, often unintentionally or inadvertently.

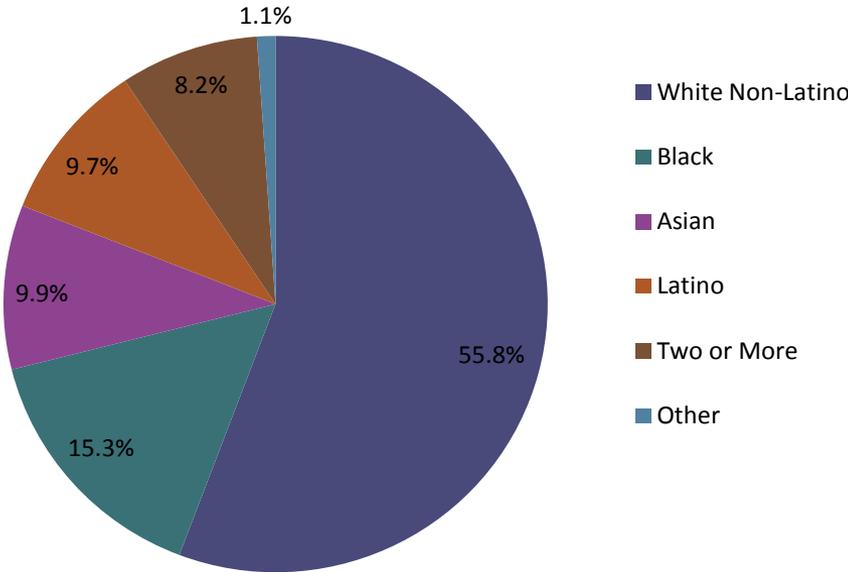
Structural racism:

- A history and current reality of institutional racism across all institutions. This combines to create a system that negatively impacts communities of color.

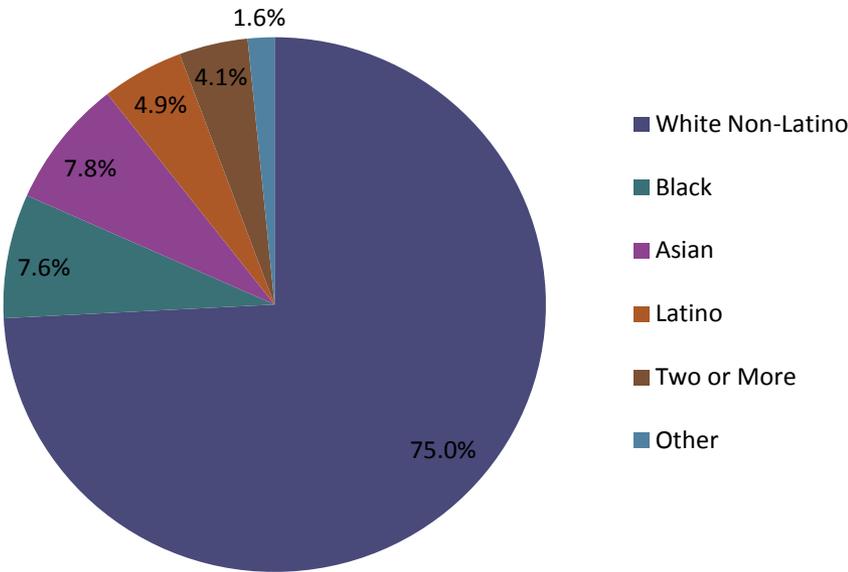


City of Madison Population

Under 18



Total Population



Source: American Community Survey 2012 3-Year; "Other" covers Native American and Pacific Islander because they don't show up in the ACS. Latino is derived from subtracting "White Non-Latino" from "White"

Focus Areas



Equity in City
Operations



Equity in
City Policies
and Budgets



Equity in the
Community





Equity in City Operations

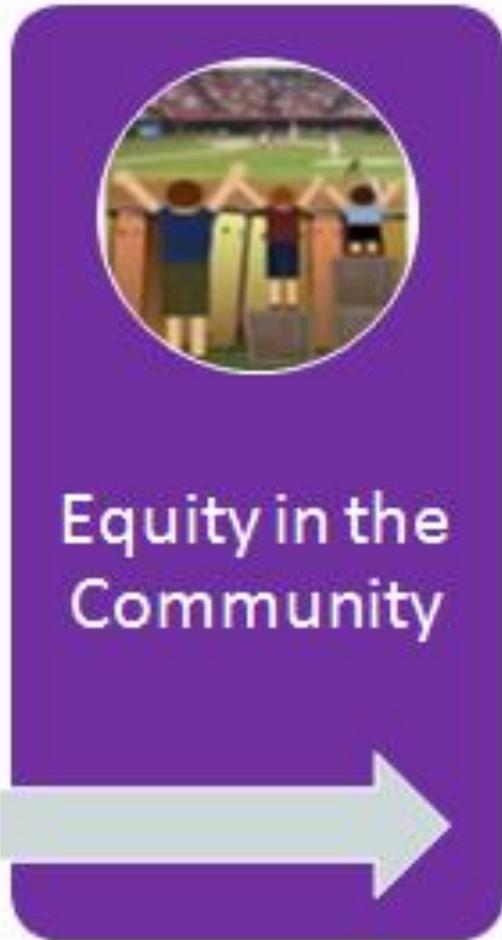


- Ongoing equity training and capacity building
- Equity in personnel practices
- Departmental Change Teams; all departments represented on Equity Core Team
- Equity in department work plans
- Equity guidelines for spending and resource distribution



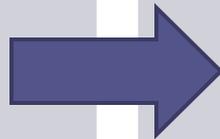
Equity in City Policies and Budgets

- Hire a Data Solutions Specialist
- Conduct Equity Impact Analysis on certain policy, development and funding decisions
- Increase involvement of communities of color in planning and policy decisions
- Introduce performance-based budgeting

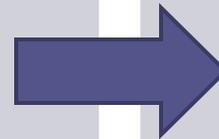


- Reframe the way City officials and staff discuss race in local media
- Introduce community liaison model to increase participation in City decision making
- Promote community engagement and support opportunities for all to participate and prosper

2014



2015



2016

Information Gathering,
Foundation Building,
Learning

Collect Feedback on
Recommendations and
Timeline

Expand
Equity Team

Data Solutions
Specialist

Pilot Projects, Begin
Implementation

Performance Based
Budgeting Pilot

Change Teams
Developed

Equity Impact
Assessment Pilots

Full Implementation

Departmental Work
Plans Completed

Equity Impact
Assessments
Conducted

Ongoing Evaluation and
Measurement

Next Steps

- Racial Equity and Social Justice Team
- Data Solutions Specialist
- Capacity: training and dialogue at all levels
- Communication
 - Video for City staff
 - Messaging for public
- Introduce Performance-based budgeting



Questions