MADISON'S
equitable
FUTURE

Racial Equity Social Justice Initiative

Melissa Gombar
Department of Civil Rights

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

EQUALITY

EQUITY

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

MICHELLE STOCKER—

Cti The Cap Times
Your Progressive Voice

No state worse than Wisconsin for black children, says new national study

Print

Capital Times | mivey@madison.com   (85) Comments

frican-American children seeking a better future, no
looks worse than Wisconsin.

national report shows that children of color face
us barriers to educational and financial achievement
Wisconsin ranking last in the disparity between
hildren and their non-white peers.

Cti The Cap Times
Your Progressive Voice

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Featured   The real Mary Burke • 'Driven to act,' by Michael Johnson • The Changing Face of Madison • 'Justifie

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Paul Fanlund: This time, the city's focus on racial issues feels different

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COMMENT

The most racist city in the U.S.?

Print | E-mail | Share | Respond

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
Madison-based init
Wisconsin
Families
racial di
broadly in
findings an

ago • By Paul Fanlund | The Capital Times

I started to turn on my micr
at the panel discussion
got word to hold off becau
far away, were just enterin

It was raining, there were
and still the crowd exceeded the venue's 40
by about 70. Those last to arrive watched through glass,
aided by loudspeakers. About 10 to 15 percent of the
attendees were African-

WISCONSIN STATE JOURNAL

43°
Overcast
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Trending   Frank Kaminsky's 43 points • Food fight erupts at grocery store • Madison winter parking violatio

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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

han 500 people packed First
n Society Thursday night for
er Apart: Talking Across the
Divide," featuring eight panelists
R's Keith Woods as moderator.
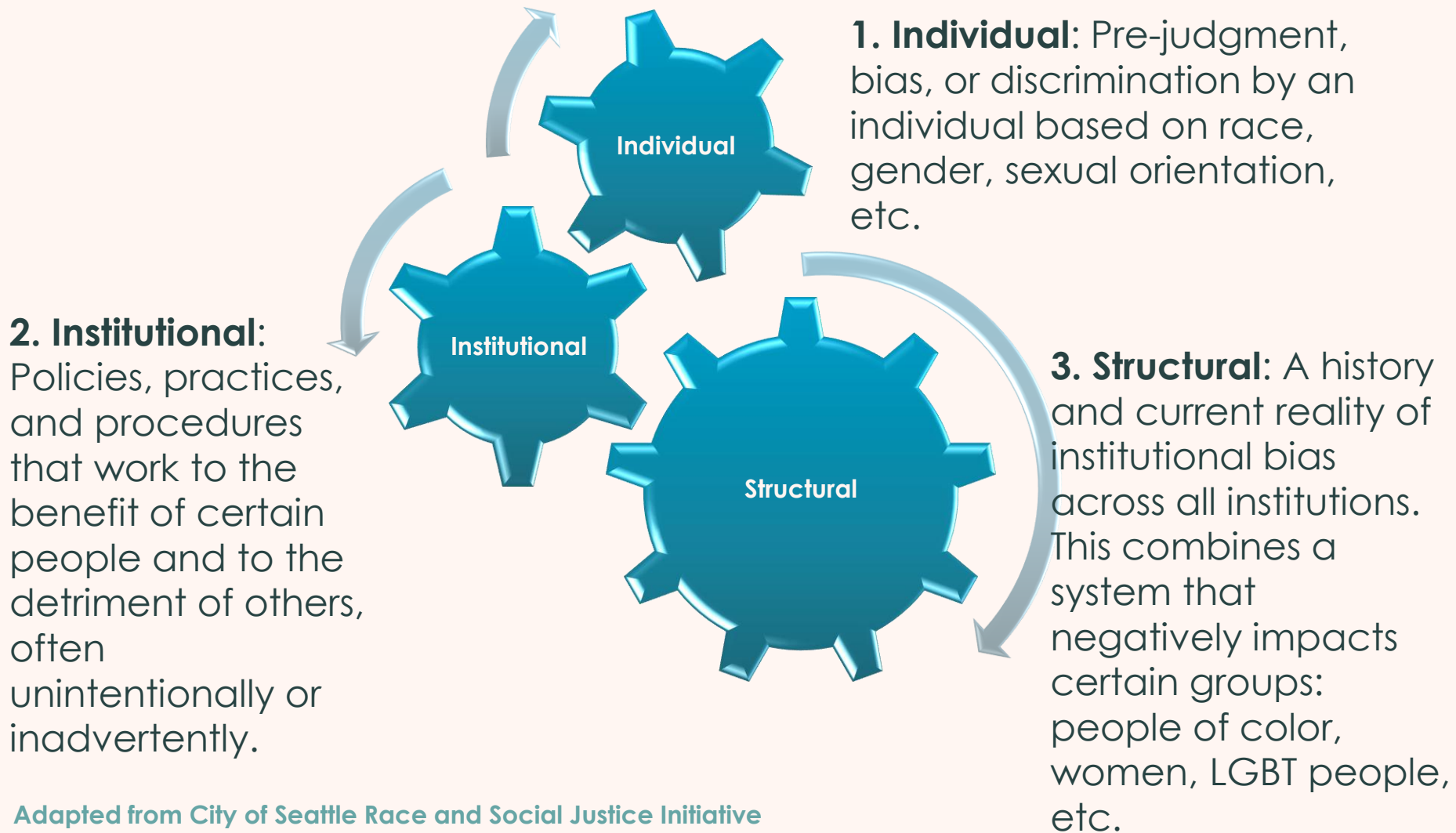
arge Photo

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 Race to Equity:A
Baseline Report on the State of Racial Disparities in Dane County. The report confirms we have a lot of
work to improve our community for everyone.

The Machine

Individual

Institutional

Structural

1. Individual: Pre-judgment, bias, or discrimination by an individual based on race, gender, sexual orientation, etc.

2. Institutional: Policies, practices, and procedures that work to the benefit of certain people and to the detriment of others, often unintentionally or inadvertently.

3. Structural: A history and current reality of institutional bias across all institutions. This combines a system that negatively impacts certain groups: people of color, women, LGBT people, etc.

Heart and sole: Detroiter walks 21 miles in work commute

Detroit resident James Robertson, 56, of Detroit talks about his journey walking 21 miles a day to work and back. Ryan Garza/Detroit Free Press
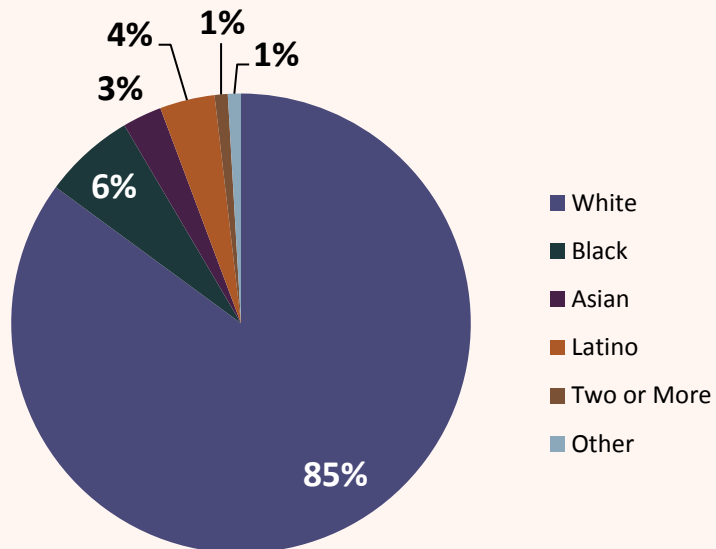
How is the City of Madison working toward equity?
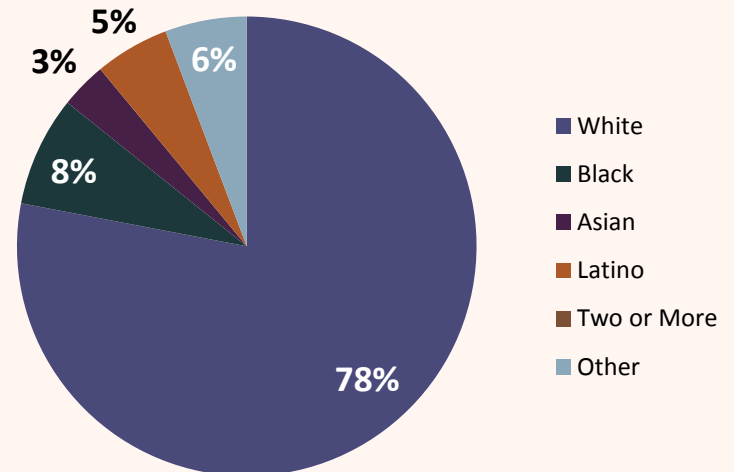
Total Madison Population

- White — 75%
- Black — 7%
- Asian — 8%
- Latino — 7%
- Two or More — 3%
- Other — <1%
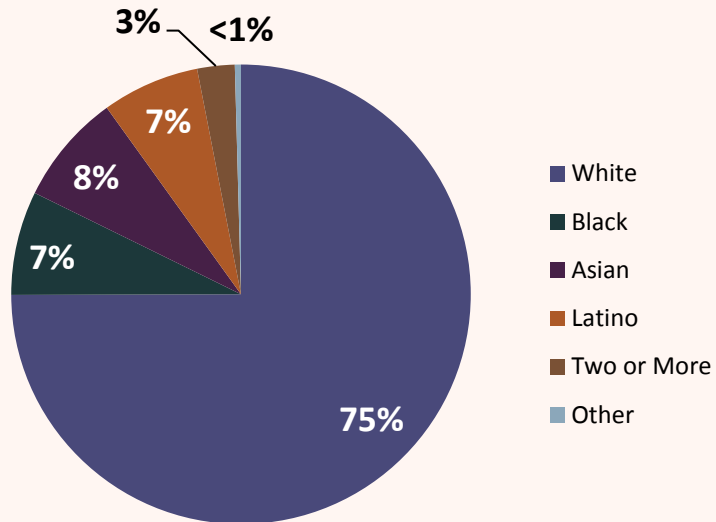
Under 18 Madison Population

- White — 56%
- Black — 15%
- Asian — 10%
- Latino — 10%
- Two or More — 8%
- Other — 1%

City Committees

- White — 85%
- Black — 6%
- Asian — 3%
- Latino — 4%
- Two or More — 1%
- Other — 1%

2013 City New Hires

- White — 78%
- Black — 8%
- Asian — 3%
- Latino — 5%
- Other — 6%
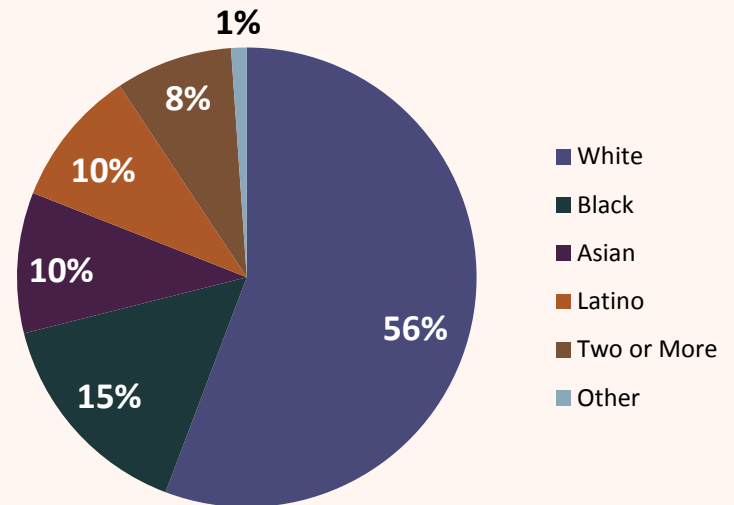
Racial Equity & Social Justice Initiative Goals and Recommendations

RESJ Structure

Advisory & Oversight:

Mayor's Office, Common Council, Mayor's Management Team

RESJ Strategy Team

City Departments

Department Equity Teams

RESJ Core Team

Action Teams

Tools & Training

Data

Communication

Community Connections
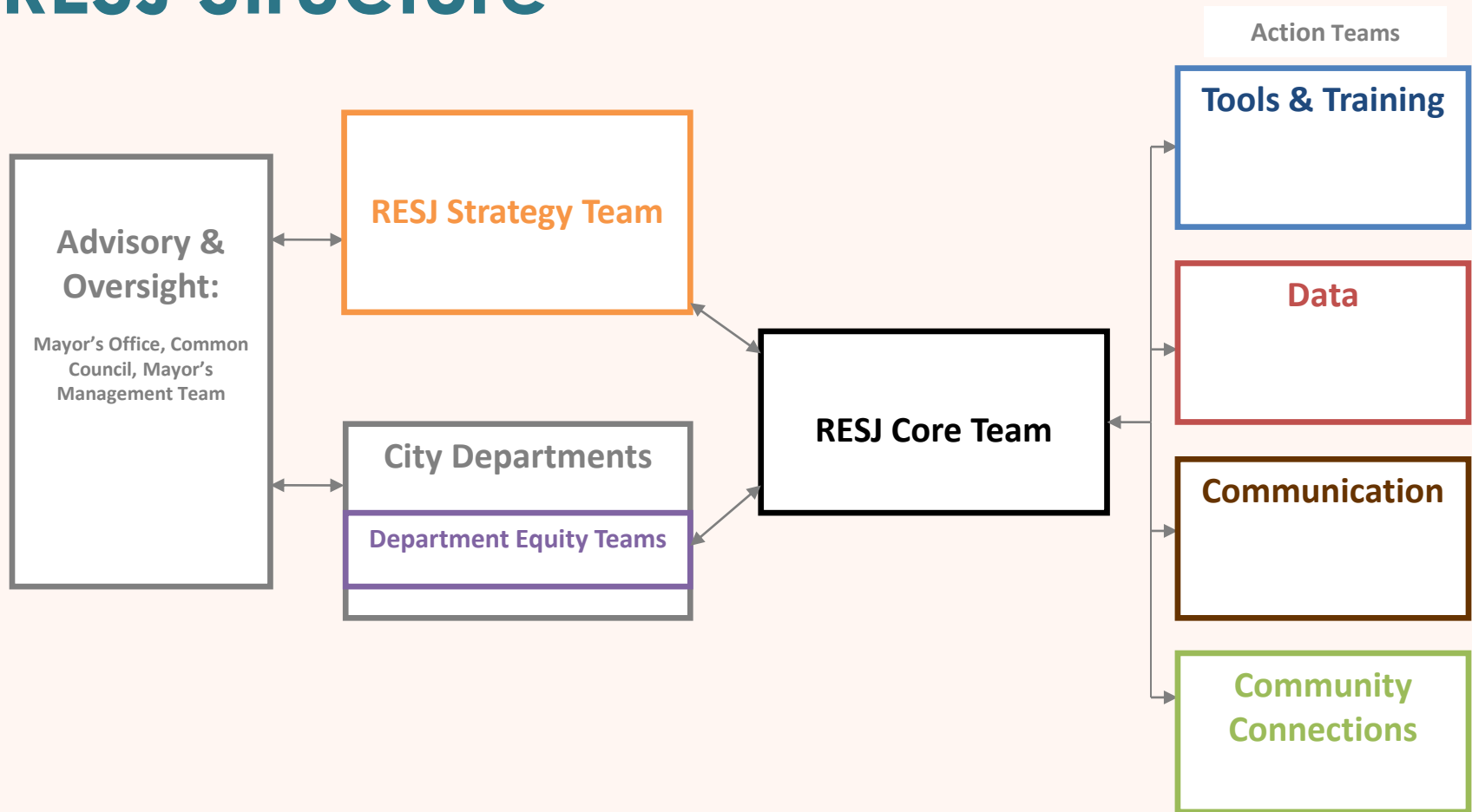
RESJ: Early Progress

- RESJ representation in most City agencies

- Resources & tools:

- Five pilot projects using RESJ analysis tools

- Communicating with community partners

Racial Equity Tools

- Considers race explicitly

- Includes voices of people most affected

- Considers unintended consequences

- Routinely incorporates above questions

Racial Equity Tools

- To identify root causes of existing inequities

- To understand inequitable impacts of current policies and programs

- To develop new
  - policies
  - budgets
  - plans
  - partnerships

Racial Equity and Social Justice Initiative

Best Practices: Racial Equity Impact Analysis

Is:	Is NOT:
A systematic examination of likely impacts of decisions, policies, programs, practices and budgets on racial and ethnic groups or low –income populations	The "answer"
Used to minimize adverse consequences, prevent institutional racism and identify new options to remedy existing inequities	To be used for political or professional gain
An intentional pause	To stop a process or slow it down beyond recognition
Best used early in the process	Only applicable at the beginning and can be used to evaluate ongoing issues or programs
To be conducted with a variety of perspectives and stakeholders whenever possible	The only way to engage stakeholders
A way to raise the voice of traditionally marginalized communities	A way to create token representation in decisions
A way to raise awareness of racial and social justice issues in the community	A guarantee that decision makers will follow the recommendations

Best Practices

- Identify groups and individuals most likely to be impacted by the decision, policy, program, practice or budget. Find ways to involve them in the analysis.
- The analysis can be conducted in a variety of ways. Some examples include:
    - facilitated, full-group discussion
    - one-on-one conversations
    - small group meetings
- Create accountability by sharing the analysis widely with stakeholders, decision makers and the public. Be clear about how the process occurred, including who asked for the analysis, who participated, and identified missing elements such as data or stakeholder input.
- This is not a prescriptive or linear process. Adapt it to your needs and reach out for technical assistance as needed.

City of Madison Tool

WHAT

What is the issue being analyzed, and what are some of the main concerns associated with it?

What existing policies influence this situation? How might they create disproportionate impacts on communities of color and/or low-income populations?

What do available data tell you about this issue? (See X for guidance on data sources)

What data are unavailable or missing?

Which focus area(s) will the issue or program primarily impact? (See X for examples and guidance)
Please add any comments regarding the specific impacts on each area:

- Community/Civic Engagement
- Criminal Justice
- Early Childhood
- Economic Development
- Education
- Employment
- Environment
- Food Access & Affordability
- Government Practices
- Health
- Housing
- Planning & Development
- Service Equity
- Transportation

- Other (please describe)

Comments:

WHERE

Are there impacts on geographic areas? (Select all that apply)
- All Madison neighborhoods
- Allied Drive
- Balsam/Russet
- Brentwood/Northport Corridor
- Darbo/Worthington
- Hammersley/Theresa
- Leopold/Arbor Hills
- Owl Creek
- Park Edge/Park Ridge
- Southside
- East Madison (general)
- North Madison (general)
- West Madison (general)
- Downtown/Campus
- Dane County (outside Madison)
- Outside Dane County

Comments:

WHO

How have you involved community members and stakeholders?
(See X for guidance on identifying stakeholders and responding to the community)

What individuals or groups could be impacted by this issue? Who would benefit? Who would be burdened? Are there potential disproportionate impacts on communities of color or low-income communities?

What are the racial and socioeconomic demographics of those living in the area and/or impacted by the issue?

What input have you received from those who would be impacted and how did you gather this information? Specify sources of comments and other input.

WHY

What are the root causes or factors creating any racial or social inequities associated with this issue? (Examples: Bias in process; Lack of access or barriers; Lack of inclusive engagement)

What are potential unintended consequences? What benefits or burdens may result? (Specifically consider social, economic, health and environmental impacts)

What identified community needs are being met or ignored in this issue or decision?
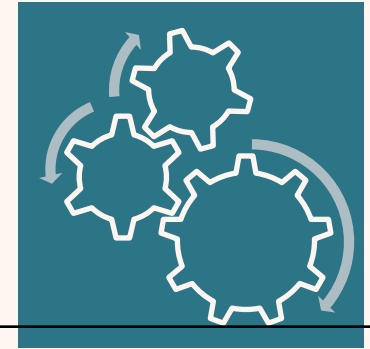
HOW: RECOMMENDATIONS SECTION

Describe recommended strategies to address disparate or inequitable impacts (Program, policy, partnership and/or budget/fiscal strategies):

What steps will need to be taken for these recommendations to move forward?

Who is accountable for this decision?

How will those impacted by this issue be informed of progress and impacts over time?

DRAFT

Community Engagement

Levels of Engagement

City Informs	City Consults	City engages in dialogue	City and community work together	Community directs action
City of Madison initiates an effort, coordinates with departments and uses a variety of channels to inform community to take action	City of Madison gathers information from the community to inform city-led projects	City of Madison engages community members to shape city priorities and plans	Community and City of Madison share in decision-making to co-create solutions together	Community initiates and directs strategy and action with participation and technical assistance from the City of Madison

Characteristics of Engagement

• Primarily one-way channel of communication • One interaction • Term-limited to event • Addresses immediate need of City and community	• Primarily one-way channel of communication • One to multiple interactions • Short to medium-term • Shapes and informs city projects	• Two-way channel of communication • Multiple interactions • Medium to long-term • Advancement of solutions to complex problems	• Two-way channel of communication • Multiple interactions • Medium to long-term • Advancement of solutions to complex problems	• Two-way channel of communication • Multiple interactions • Medium to long-term • Advancement of solutions to complex problems

Strategies

Media releases, brochures, pamphlets, outreach to vulnerable populations, ethnic media contacts, translated information, staff outreach to residents, new and social media	Focus groups, interviews, community surveys	Forums, advisory boards, stakeholder involvement, coalitions, policy development and advocacy, including legislative briefings and testimony, workshops, community-wide events	Co-led community meetings, advisory boards, coalitions and partnerships, policy development and advocacy, including legislative briefings and testimony	Community-led planning efforts, community-hosted forums, collaborative partnerships, coalitions, policy development and advocacy, including legislative briefings and testimony

Questions?