

# RACIAL EQUITY AND SOCIAL JUSTICE TOOL

## FAST TRACK VERSION



Racial Equity  
& Social Justice Initiative





# Racial Equity and Social Justice Initiative

## RESJ Tool: Fast-Track Version

---

### INSTRUCTIONS

*This abbreviated version of the full RESJ Tool is intended for issues on a short timeline or without a widespread impact.*

*Examples:*

- single piece of legislation already drafted and introduced.
- creation of a single position description and job posting for an open position
- development of a single budget item proposal

*For broader policies and legislation in its beginning phase, please use the full version of the RESJ Toolkit.*

*This tool should be completed by people with different racial and socioeconomic perspectives. When possible, involve those directly impacted by the issue. Include and document multiple voices in this process. The order of questions may be re-arranged to suit your situation.*

---

**Mission of the Racial Equity and Social Justice (RESJ) Initiative:** To establish racial equity and social justice as core principles in all decisions, policies and functions of the City of Madison.

**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](http://www.policylink.org)).

The persistence of deep racial and social inequities and divisions across society is evidence of bias at the individual, institutional and structural levels. These types of bias often work to the benefit of White people and to the detriment of people of color, usually unintentionally or inadvertently.

**Purpose of this Tool:** To facilitate conscious consideration of equity and examine how communities of color and low-income populations will be affected by a proposed action/decision of the City.

The “*What, Who, Why, and How*” questions of this tool are designed to lead to strategies to prevent or mitigate adverse impacts and unintended consequences on marginalized populations.

### BEGIN ANALYSIS

Name of topic or issue being analyzed:

Monroe Street Neighborhood Library proposed change in hours of operation.

Main contact name(s) and contact information for this analysis:

Annie Weatherby-Flowers - (608) 243-0520 or [aweatherbyflowers@madisonpubliclibrary.org](mailto:aweatherbyflowers@madisonpubliclibrary.org)

Names and affiliations of others participating in the analysis:

Tony Garcia - Director of Diversity and Inclusion-Edgewood College  
Judy Wagner - Community Patron (Senior Resident)  
Angela Russell- Community Patron  
Valeria Davis - UW-Madison-Senior University Relations Specialist, Office of the Vice Provost & Chief Diversity Officer

**1. WHAT**

a. What does the policy, plan or proposal seek to accomplish?

Change hours of operation to be consisted with the overall hours of operation for the Library system.  
Monday, Tuesday, and Wednesday: 10:00 am – 8:00 pm  
Thursday: Closed  
Friday: 10:00 am- 6:00 pm  
Saturday: 9:00 am – 5:00 pm

b. What do available data tell you about this issue? (See page 3 for guidance on data resources.)

<https://www.neighborhoodscout.com/wi/madison/edgewood-college#overview>

Edgewood College/Monroe St median real estate price is \$390,377, which is more expensive than 96.8% of the neighborhoods in Wisconsin and 78.8% of the neighborhoods in the U.S.

The average rental price in Edgewood College/Monroe St is currently \$1,485, based on NeighborhoodScout's exclusive analysis. The average rental cost in this neighborhood is higher than 97.2% of the neighborhoods in Wisconsin.

NeighborhoodScout's research revealed that a full 84.7% of the adults living in the Edgewood College / Monroe St neighborhood have earned at least a bachelor's degree. This is a higher rate than 99.5% of U.S. neighborhoods. In this way, this neighborhood truly stands out.

In addition, one of the really interesting characteristics about the Edgewood College/Monroe St neighborhood is that, according to NeighborhoodScout's exclusive research, it is an excellent choice in which to reside for college students. Due to its popularity among college students who already choose to live here, its walkability, and its above average safety from crime.

Despite the excitement however, parents of college-age children can rest easy knowing that this neighborhood has an above average safety rating. For each of these reasons, the neighborhood is rated among the top 0.6% of college-friendly places to live in the state of Wisconsin.

The neighbors in the Edgewood College / Monroe St neighborhood in Madison are wealthy, making it among the 15% highest income neighborhoods in America. NeighborhoodScout's exclusive analysis reveals that this neighborhood has a higher income than 89.3% of the neighborhoods in America.

In addition, 5.1% of the children seventeen and under living in this neighborhood are living below the federal poverty line, which is a lower rate of childhood poverty than is found in 77.1% of America's neighborhoods.

In the Edgewood College / Monroe St neighborhood, 62.2% of the working population is employed in executive, management, and professional occupations. The second most important occupational group in this neighborhood is sales and service jobs, from major sales accounts, to working in fast food restaurants, with 19.6% of the residents employed. Other residents here are employed in clerical, assistant, and tech support occupations (13.0%), and 6.1% in government jobs, whether they are in local, state, or federal positions.

In the Edgewood College / Monroe St neighborhood in Madison, WI, residents most commonly identify their ethnicity or ancestry as German (40.5%). There are also a number of people of Irish ancestry (22.4%), and residents who report English roots (11.3%), and some of the residents are also of Polish ancestry (8.6%), along with some Norwegian ancestry residents (6.8).

The languages spoken by people in this neighborhood are diverse. These are tabulated as the languages people preferentially speak when they are at home with their families. The most common language spoken in the Edgewood College / Monroe St neighborhood is English, spoken by 92.5% of households. Other important languages spoken here include Spanish and German.

The greatest number of commuters in Edgewood College / Monroe St neighborhood spend between 15 and 30 minutes commuting one-way to work (42.6% of working residents). Here most residents (50.6%) drive alone in a private automobile to get to work. In addition, quite a number also hop out the door and walk to work to get to work (17.2%) and 12.3% of residents also ride the bus for their daily commute.

Additional data source: [http://madison.apl.wisc.edu/documents/Nakoma\\_Planning\\_District.pdf](http://madison.apl.wisc.edu/documents/Nakoma_Planning_District.pdf)

c. What data are unavailable or missing?

Demographical information on Library patrons by race, ethnicity, gender identity and income,

**2. WHO**

a. Who (individuals or groups) could be impacted by the issues related to this policy, plan or proposal?  
Who would benefit?

Library staff, community members and local businesses could be impacted as well as benefit from the change in hours of operation. The proposed change in hours of operations will provide additional hours during higher patron usage trends and align Monroe's hours of operation with the library's overall hours of operation.

Who would be burdened?

There may be some minimal burden to community members due to hours of operation changes. However, they could be addressed with targeted community engagement around proposed hours of operation changes.

Are there potential disproportionate impacts on communities of color or low-income communities?

Minimal due to the racial and income make-up of the Edgewood/Monroe neighborhood. Monroe Street Library is the closest library to the Allied Drive Community, but there is no data to show that members of this Community are frequent users of the Monroe Street Branch and targeted outreach efforts to Allied Drive are hosted out of the Sequoya Library.

**3. WHY**

a. What are potential unintended consequences (social, economic, health, environmental or other)?

None at the onset, such consequences should be identified by the Library staff after six months of operating within the proposed change of hours.

**4. HOW: RECOMMENDATIONS SECTION**

a. Describe recommended strategies to address adverse impacts, prevent negative unintended consequences and advance racial equity (program, policy, partnership and/or budget/fiscal strategies):

Marketing strategies to inform community of change in hours of operation.  
Continuous assessment by staff of services to gauge any adverse impact and to mitigate any unintended consequences of the change in hours of operation.  
Maintain and expand partnership with stakeholders from the Allied Drive Community, Edgewood College and UW-Madison Diversity and Inclusion - Student Services to address any issues that may arise as a result of the change in hours of operation and to advance racial equity in service delivery at the Monroe Street Branch.

## DATA RESOURCES FOR RACIAL EQUITY AND SOCIAL JUSTICE IMPACT ANALYSIS

### City of Madison

---

- Neighborhood Indicators (UW Applied Population Lab and City of Madison):  
<http://madison.apl.wisc.edu>
- Open Data Portal (City of Madison):  
<https://data.cityofmadison.com>
- Madison Measures (City of Madison):  
[www.cityofmadison.com/finance/documents/madisonmeasures-2013.pdf](http://www.cityofmadison.com/finance/documents/madisonmeasures-2013.pdf)
- Census reporter (US Census Bureau):  
<http://censusreporter.org/profiles/06000US5502548000-madison-city-dane-county-wi>

### Dane County

---

- Geography of Opportunity: A Fair Housing Equity Assessment for Wisconsin's Capital Region (Capital Area Regional Planning Commission):  
[www.capitalarearpc.org](http://www.capitalarearpc.org)
- Race to Equity report (Wisconsin Council on Children and Families):  
<http://racetoequity.net>
- Healthy Dane (Public Health Madison & Dane County and area healthcare organizations):  
[www.healthydane.org](http://www.healthydane.org)
- Dane Demographics Brief (UW Applied Population Lab and UW-Extension):  
[www.apl.wisc.edu/publications/Dane\\_County\\_Demographics\\_Brief\\_2014.pdf](http://www.apl.wisc.edu/publications/Dane_County_Demographics_Brief_2014.pdf)

### State of Wisconsin

---

- Wisconsin Quickfacts (US Census):  
<http://quickfacts.census.gov/qfd/states/55000.html>
- Demographics Services Center (WI Dept of Administration):  
[www.doa.state.wi.us/section\\_detail.asp?linkcatid=11&linkid=64&locid=9](http://www.doa.state.wi.us/section_detail.asp?linkcatid=11&linkid=64&locid=9)
- Applied Population Laboratory (UW-Madison):  
[www.apl.wisc.edu/data.php](http://www.apl.wisc.edu/data.php)

### Federal

---

- American FactFinder (US Census):  
<http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>
- 2010 Census Gateway (US Census):  
[www.census.gov/2010census](http://www.census.gov/2010census)