



Racial Equity & Social Justice Initiative & Equity Analysis Tools

Kristy Kumar, Equity & Social Justice Manager

RESJI Mission

Establish racial equity and social justice as a core principle in all decisions, policies and functions of the City of Madison.

RESJI Vision



Current RESJI Structure



What is a Racial Equity Analysis?

RACIAL EQUITY AND SOCIAL JUSTICE TOOL COMPREHENSIVE VERSION



Racial Equity
& Social Justice Initiative



EQUITABLE HIRING TOOL



Racial Equity
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WHY use a racial equity impact analysis?

- Identify **root causes** of existing inequities
- Understand and interrupt inequitable **impacts** of current policies and programs
- Identify and minimize **burdens and unintended consequences** of new policies or programs
- Ensure the **inclusion** of those most affected



A racial equity impact analysis is:

A critical thinking & discussion guide

A way to identify racial equity impacts and recommend changes

It is not:

A prescriptive or linear process

The only way to embed racial equity in decision-making

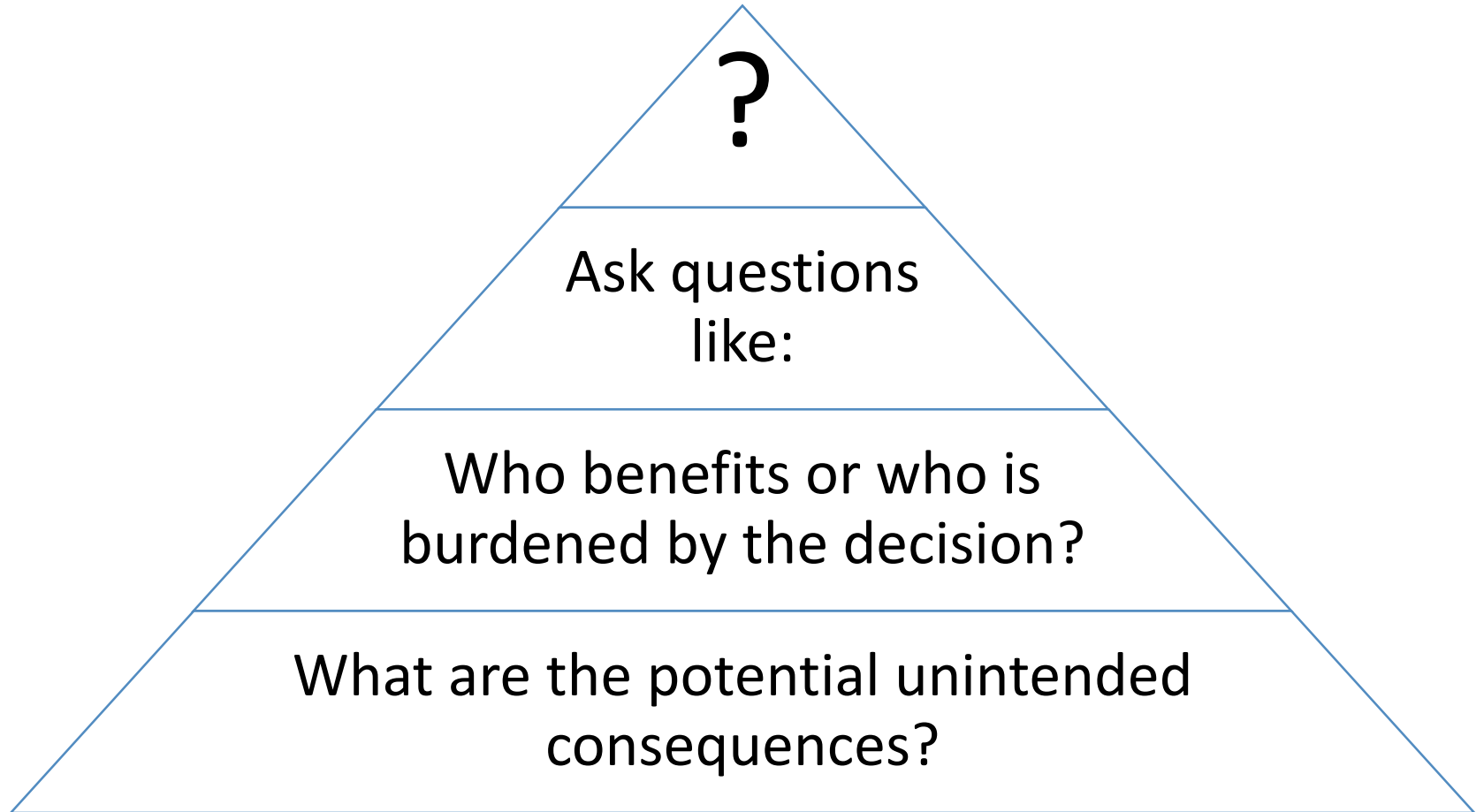
When can a racial equity impact analysis be done?

To examine decisions, policies, programs, practices and budgets

To evaluate the status quo or potential impacts of proposals/ look to the future

As early as possible in the process.

What if I don't have enough time?



How can my organization prepare to use this analysis?

Investment to increase knowledge of current and historical racism, disenfranchisement and related consequences

Leadership commitment to justice

Willingness and ability to change process and procedure

Dedication to include those who will be most impacted by decision making

Good communication and proactive accountability with community members and stakeholders

Questions?