

Equity & Social Justice Division

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EQUITY DEFINED

Just and fair inclusion into a society in which all people can participate, prosper, and reach their full potential.

ESJ Division Portfolio

Racial Equity & Social Justice Initiative

Action, Strategy & Dep. Equity Teams advancing Racial Equity policies & practices

Neighborhood Resources Teams

Cross-dept. City staff working with community members to improve gov., advance equity, & quality of life for residents



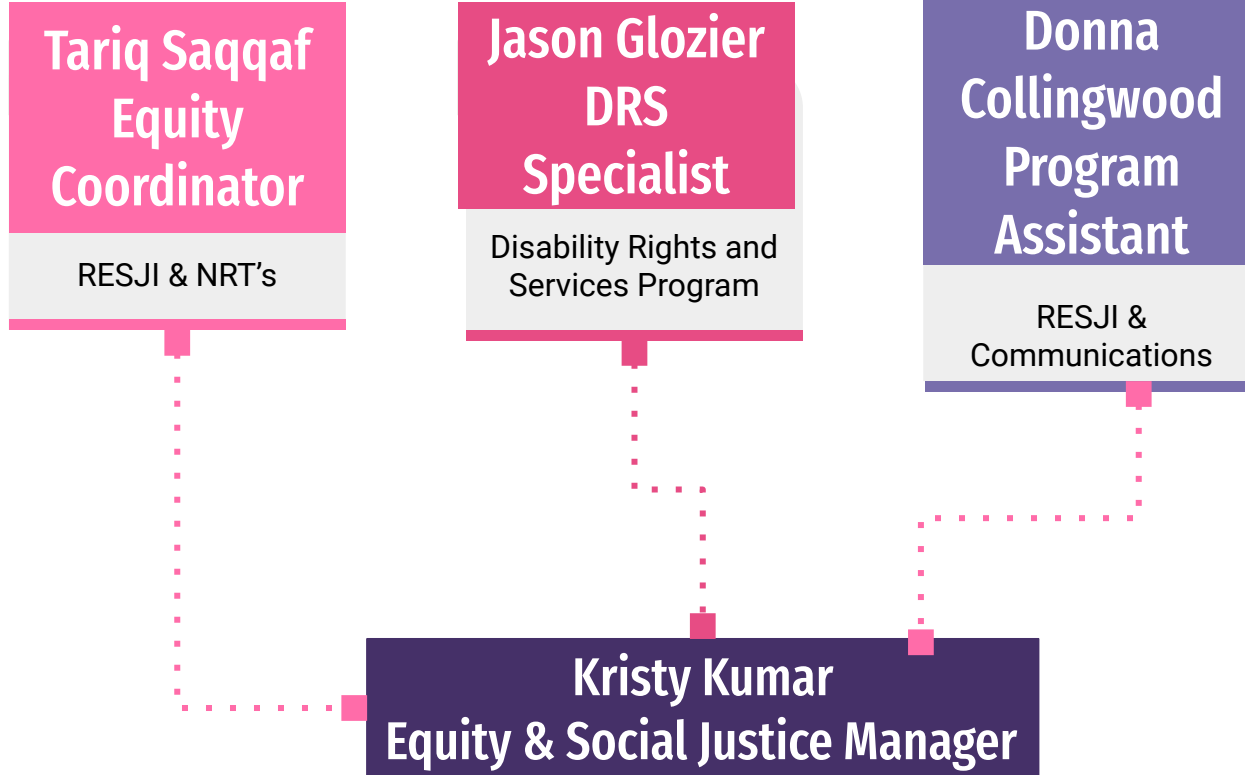
Disability Rights Programs & Services

Ordinance 39.5, ADA, Disability Rights Commission
transportation, recreation, accessibility and housing

Language Access Program

Title VI Planning and Compliance, Assistive Listening Tech, translation, & interpretation

ESJ Division Staff



Racial Equity and Social Justice Initiative (RESJI)

Mission

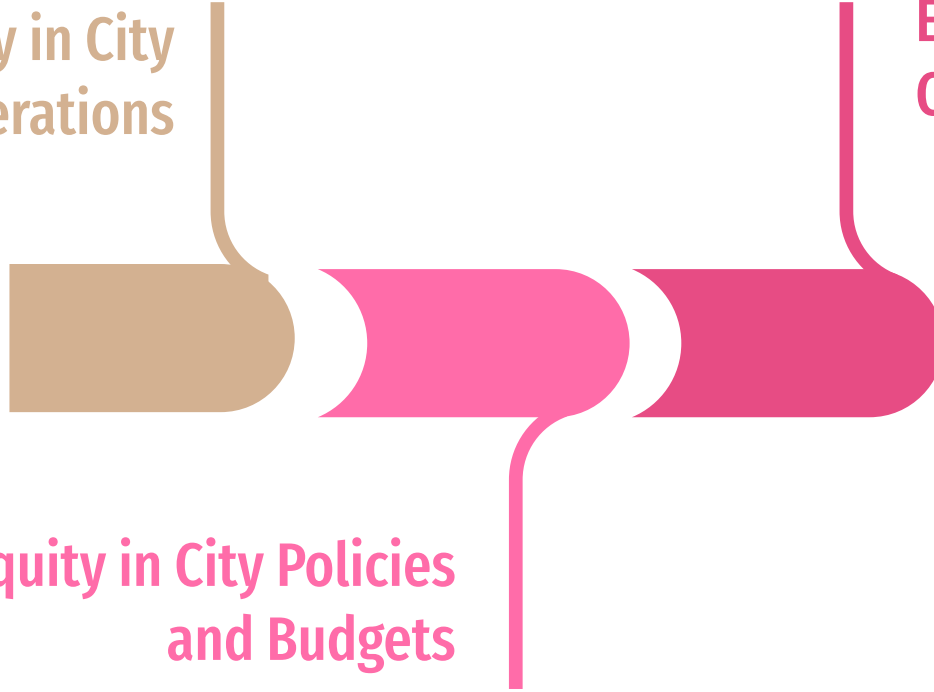
Establish racial equity and social justice as a core principle in all decisions, policies and functions of the City of Madison.

RESJI Vision

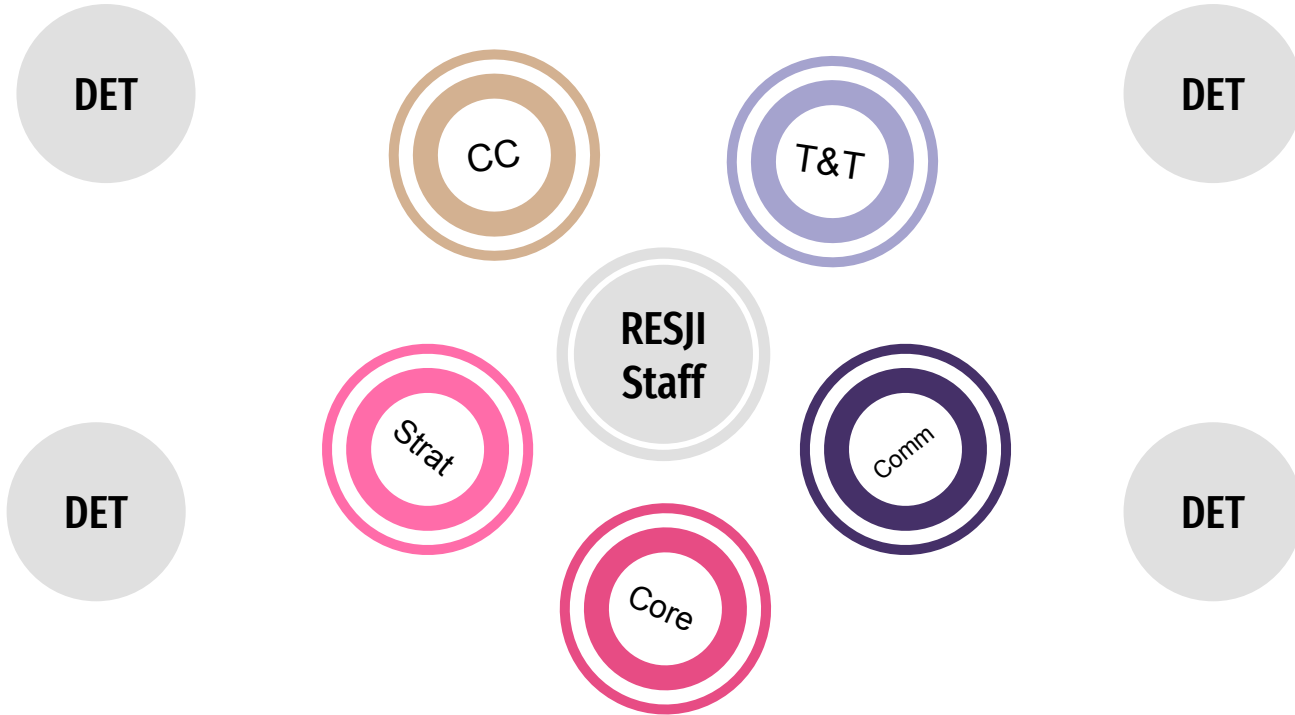
Equity in City
Operations

Equity in the
Community

Equity in City Policies
and Budgets



RESJI Structure



Tools for Equity

RACIAL EQUITY AND SOCIAL JUSTICE TOOL

COMPREHENSIVE VERSION



Racial Equity
& Social Justice Initiative



EQUITABLE HIRING TOOL



Racial Equity
& Social Justice Initiative



Why use a Racial Equity Impact Analysis Tool?

- 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 by the policy program being analyzed



A Racial Equity Impact Analysis Is:

A racial equity impact analysis is:

A critical thinking and 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 analysis be done?



To examine decisions, policies, programs, practices



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



As early as possible in the process.

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

What can we do day-to-day?

- Commit to PERSONAL racial competency development
- Ask questions, be curious, growth-mindset and continuous learning
- Community and self-care
- Real time strategic analysis
 - Who participates?
 - Who benefits?
 - Who is burdened?
 - What are the unintended consequences?



Feedback



QUESTIONS?



IDEAS?



HOPES?

Thank you!

Questions? Contact kkumar@cityofmadison.com

