

Legislation Text

File #: 31054, **Version:** 1

Fiscal Note

It is anticipated that the development and implementation of the equity impact model will be accomplished with existing staff resources. No appropriation is required.

Title

Declaring the City of Madison's intention to adopt an Equity Impact Model.

Body

WHEREAS, a healthy Madison starts in our homes, schools and neighborhoods; and,

WHEREAS, equity exists when everyone has access to opportunities necessary to satisfy essential needs, advance their well-being, participate in and contribute to civic life and achieve their full potential; and,

WHEREAS, equity is both the means to healthy and thriving communities and an end that benefits us all; and,

WHEREAS, evidence shows that more equitable societies have better long-term economic, health, and social outcomes; and,

WHEREAS, Madison and Dane County's increasing demographic diversity presents new opportunities for growth as well as challenges in fostering connections to resources; and,

WHEREAS, the City of Madison recognizes that good health requires individuals to make responsible personal choices, it also recognizes that the journey to a healthier community requires a societal commitment to remove the obstacles preventing residents from making healthy decisions; and,

WHEREAS, promoting equal opportunity for all residents is a core social, moral and economic responsibility and a priority for the City of Madison; and,

WHEREAS, city leaders, departments and staff are committed to providing excellent services for every Madison resident; and,

WHEREAS, the Common Council's Legislative Agenda Work Group on Demographic Change is endeavoring to determine if the City of Madison is meeting the needs of communities of color, immigrants, and low-income families and individuals; and,

WHEREAS, the equity impact model described below will be taken on in pursuit of a vision of Madison where:

- A high-quality education, living wage jobs, safe neighborhoods, a healthy natural environment, efficient public transit, parks and green spaces, affordable and safe housing and healthy food are afforded to all residents;
- The benefits of growth and change are equitably shared across our communities; and
- Madison is a place where one's future is not limited by race, ethnicity, gender, sexual orientation, disability, age, income, place of birth or place of residence.

NOW, THEREFORE BE IT RESOLVED, that the Common Council requests Public Health Madison & Dane

County, together with the following agencies and committees: Planning & Community & Economic Development; Civil Rights; Human Resources; Community Services Committee; Board of Health; Common Council Organizational Committee (Council Legislative Agenda Work Group on Demographic Change); and others shall work with the executive branch towards developing and implementing an equity impact model to inform policies and practices that consider equity impacts in city government plans and decisions.

The process to develop the equity impact model will be supported by the following activities:

1. Better understand and report on inequities in Madison
 - collect and summarize key indicators in multiple sectors
 - share information with the Common Council, Mayor's Office, city agencies and the public
 - work with the existing efforts to coordinate City data and to focus those efforts on equity indicators
2. Establish an interdepartmental city equity workgroup;
 - research equity initiatives and policies from other cities and regions
 - explore the use of equity impact assessment tools for use in policy and project decisions
 - report on progress to Common Council and the Mayor's Office by April 2014
3. Train city staff at all levels in equity and social justice concepts, frameworks and skills
 - gather information from all city departments to best accommodate learning and skill needs
 - identify and develop training content and formats, collaborating with community partners and other cities and regions
 - require representatives from all city departments to participate in trainings
4. Make recommendations for the parameters of a City of Madison equity impact model
 - summarize equity initiatives and policies from other cities and regions
 - recommend a City of Madison equity impact model based on best practices and considering the unique characteristics of Madison
5. Ensure accountability and implementation of the equity initiative;
 - improve city service delivery to underserved populations
 - explore and further develop strategic partnerships with other agencies and groups
 - prioritize public participation and community engagement in decision making and processes
 - prioritize increasing diversity of city government bodies and department staff