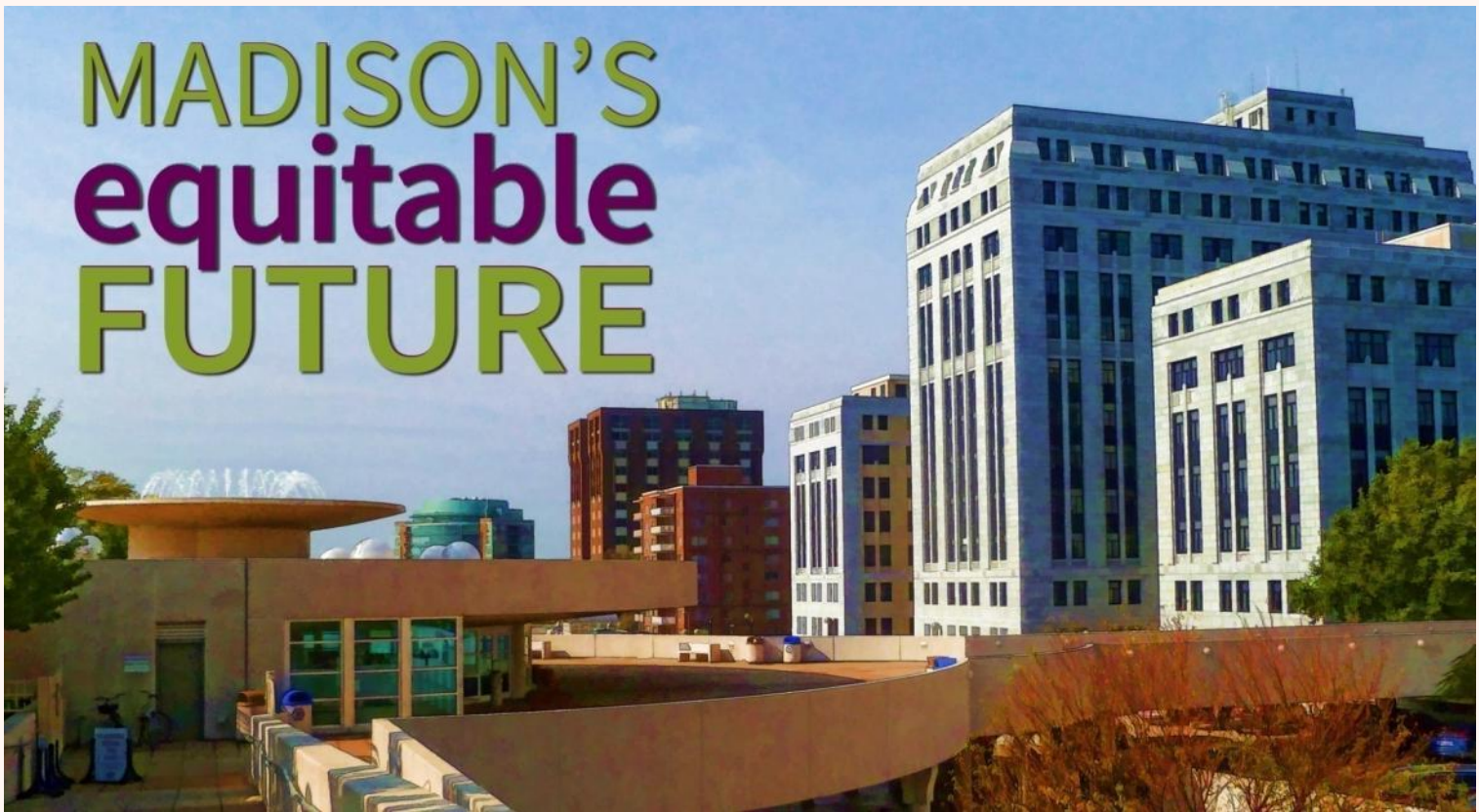




MADISON'S equitable FUTURE



Racial Equity Impact Analysis

Using Racial Equity Analysis for Continuous Improvement

Alia Stevenson, OD Manager

Melissa Gombar, Performance Excellence Specialist



Objectives

The objectives for today's session are:

- Understand the link between racial equity analysis and continuous improvement
- Discuss tools, examples, and best practices for applying racial equity analysis
- Increase readiness to apply racial equity analysis to participant's organizational needs

OUR MADISON

INCLUSIVE, INNOVATIVE & THRIVING

OUR MISSION is to provide the highest quality service for the common good of our residents and visitors.



OUR VALUES

-  **Equity**
We are committed to fairness, justice, and equal outcomes for all.
-  **Civic Engagement**
We believe in transparency, openness, and inclusivity. We will protect freedom of expression and engagement.
-  **Well-Being**
We are committed to creating a community where all can thrive and feel safe.
-  **Shared Prosperity**
We are dedicated to creating a community where all are able to achieve economic success and social mobility.
-  **Stewardship**
We will care for our natural, economic, fiscal, and social resources.

OUR SERVICE PROMISE

I have the highest expectations for myself and my fellow employees. Every day, I will:

- Serve coworkers and members of the public in a kind and friendly manner.
- Listen actively and communicate clearly.
- Involve those who are impacted before making decisions.
- Collaborate with others to learn, improve, and solve problems.
- Treat everyone as they would like to be treated.



Performance Excellence Framework

- **VISION:** Our Madison Inclusive, Innovative & Thriving
- **OUR MISSION** is to provide the highest quality service for the common good of our residents and visitors.
- **OUR VALUES**
 - **Equity:** We are committed to fairness, justice, and equal outcomes for all.
- **OUR SERVICE PROMISE**
 - Involve those who are impacted before making decisions.
 - Treat everyone as they would like to be treated.



WHAT is a racial equity impact analysis?

Is

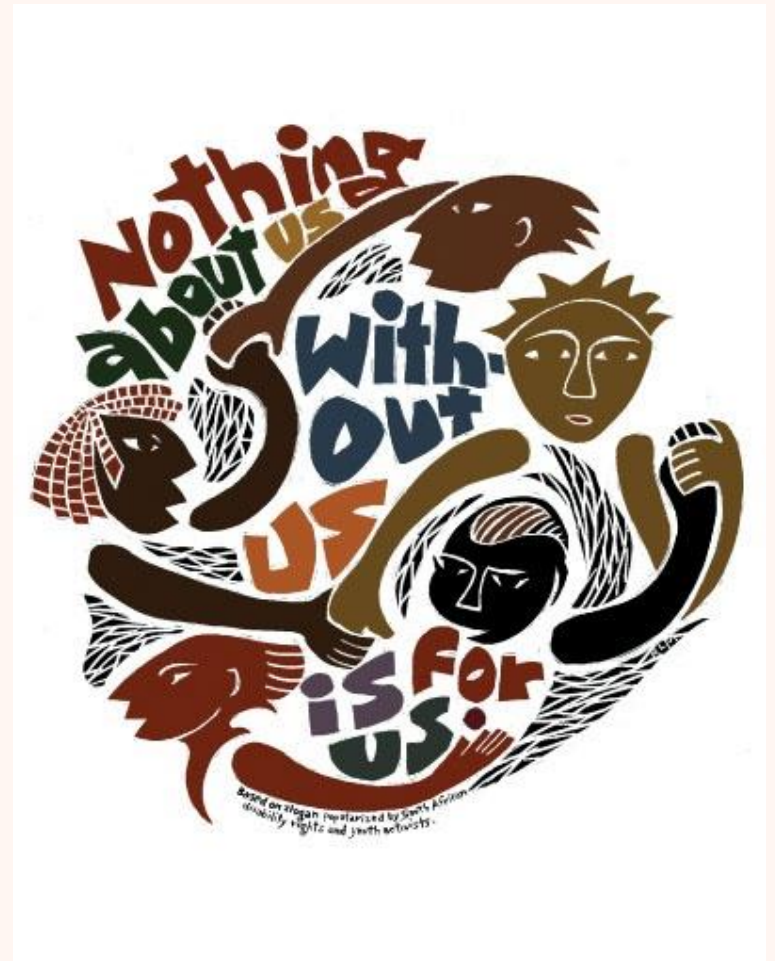
Is not





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





WHEN should we use racial equity tools?

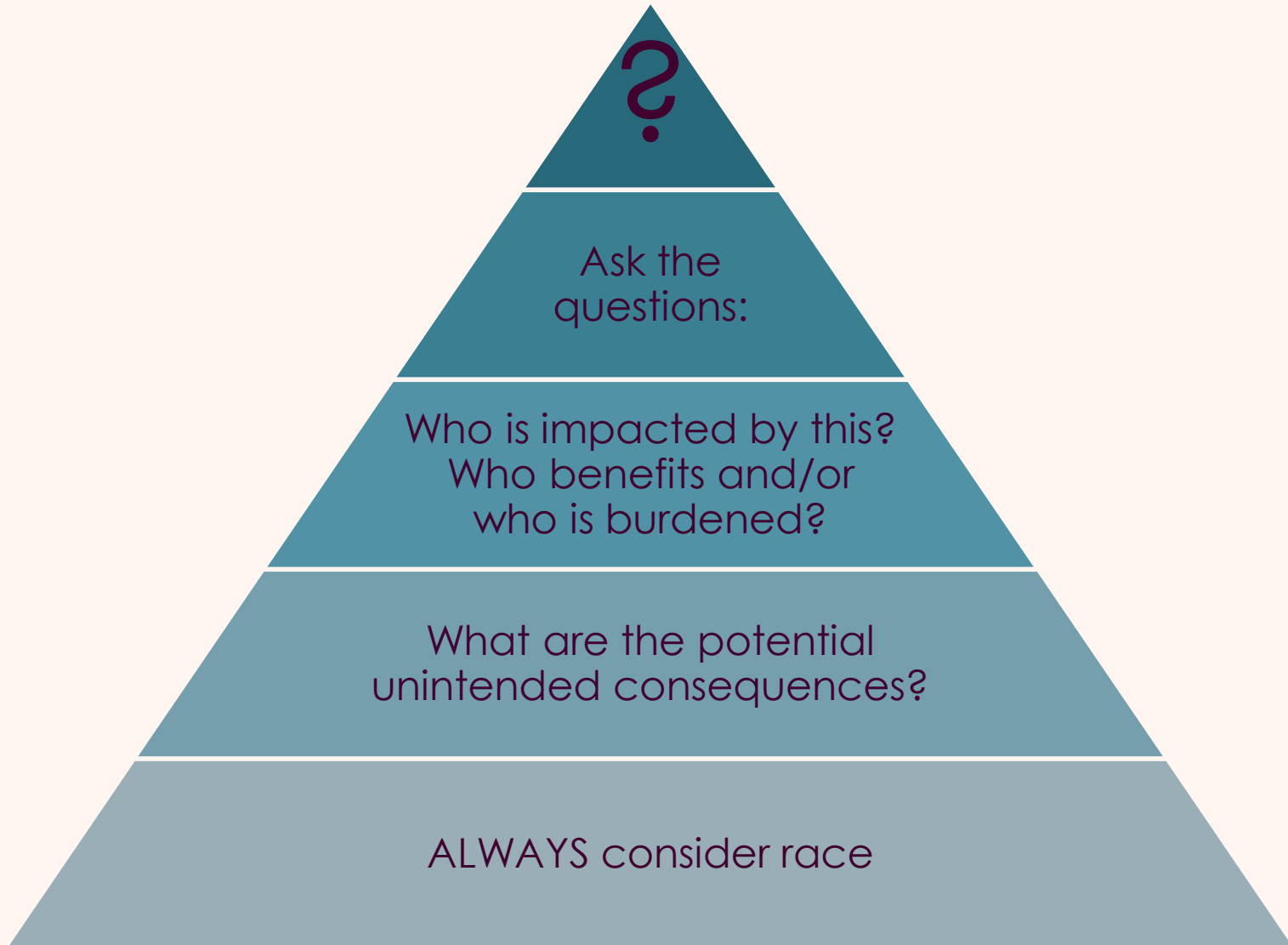
- As a part of project management and/or process improvement
- Development of new (or evaluation of existing) policies, plans, budgets, and partnerships
- As early as possible in the process

Examples:

- Voice of Customer survey development and implementation
- Exploration of paid leave policy
- Strategy on creating associations, Board Elections
- Planning a marketing strategy



WHAT are the key questions?





HOW can my organization prepare to use this analysis?

Investment to increase knowledge and acceptance of historical 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 closing the loop with customer



Traditional
Continuous
Improvement
Methods/Tools

Racial Equity
Analysis Tools



Hiring Process

1. HR Receives Application

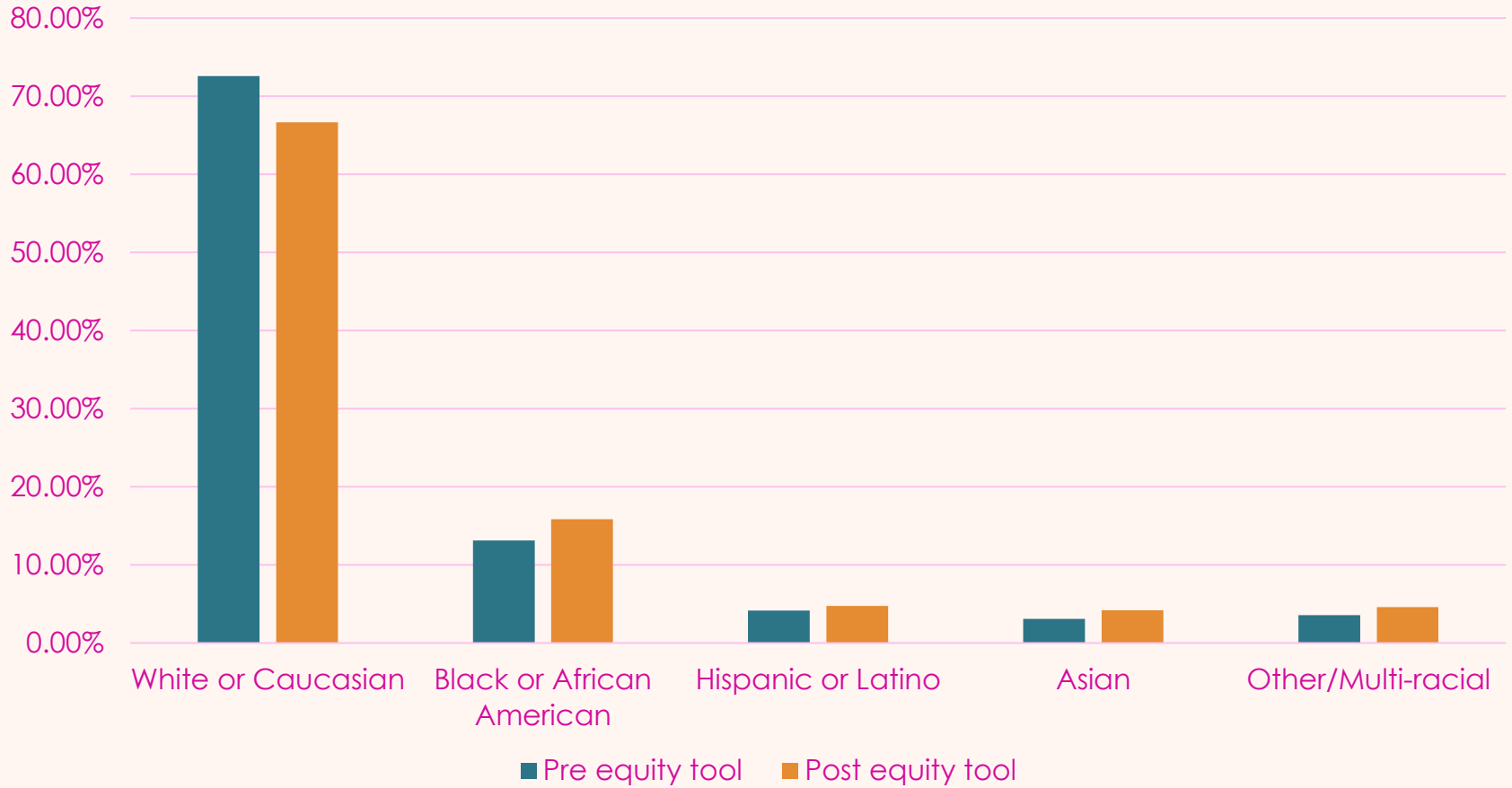
2. HR Screening

3. HR Refers to Department

4. Department Makes Hire

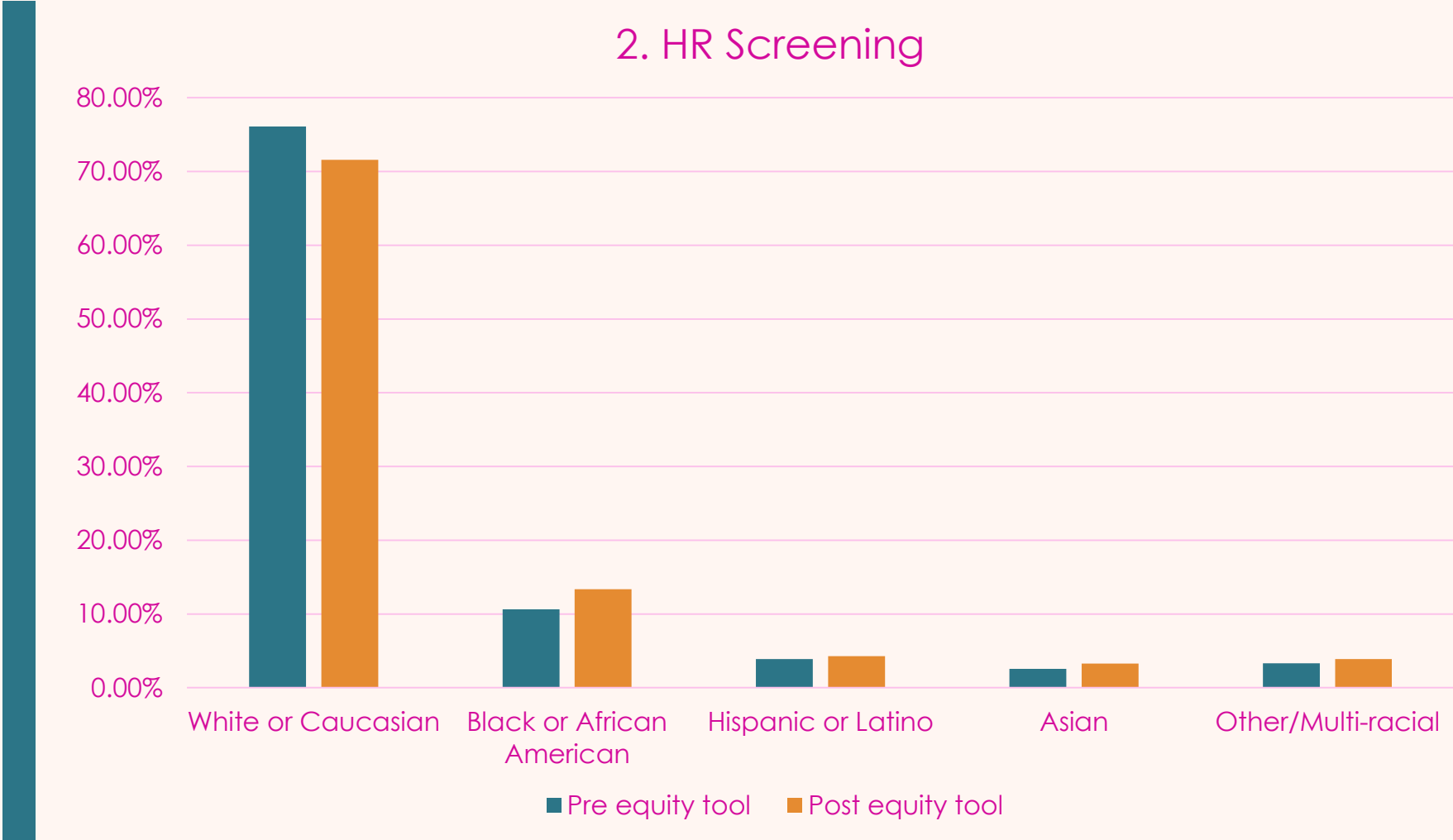


1. HR Receives Application



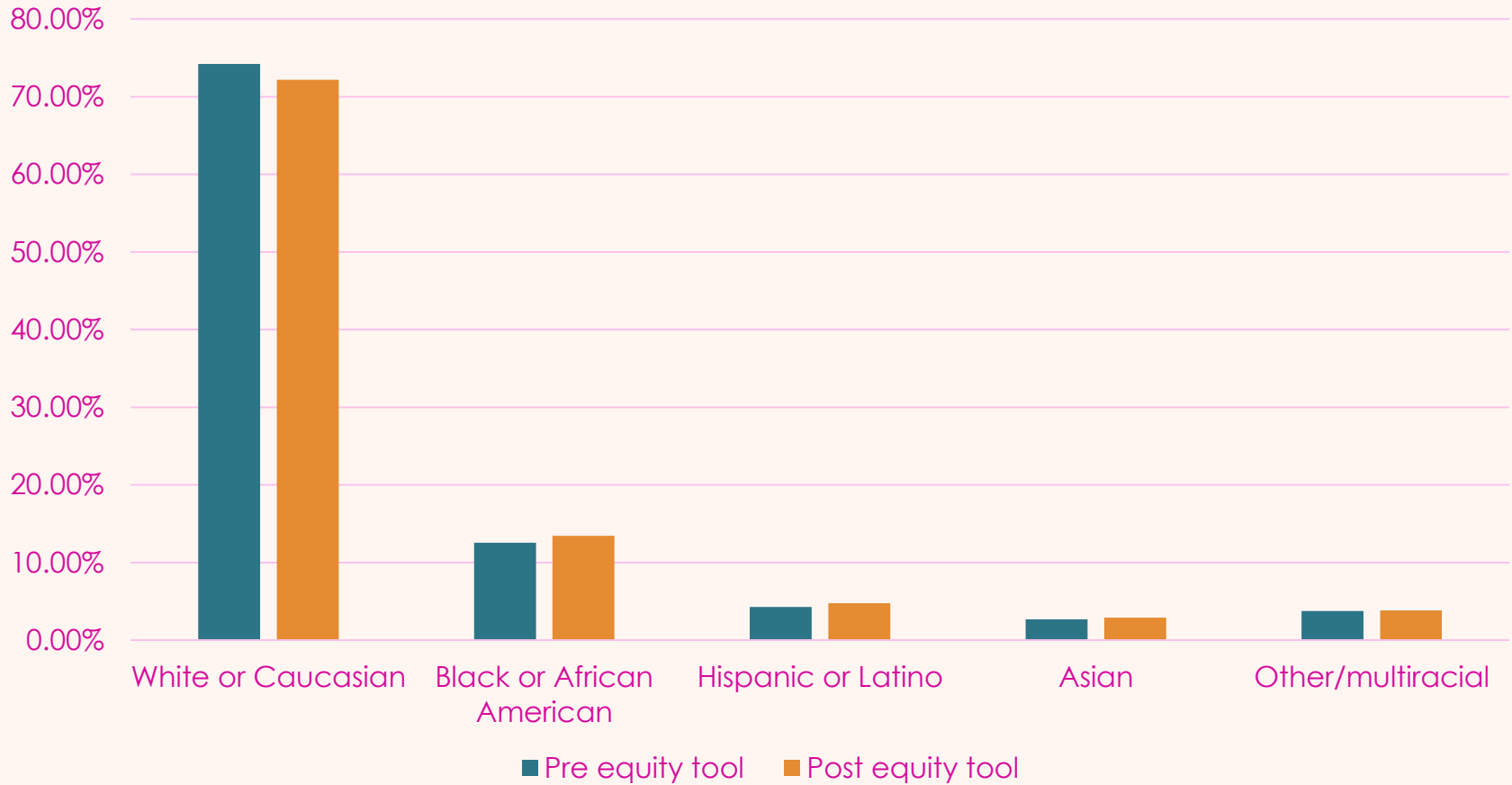


2. HR Screening



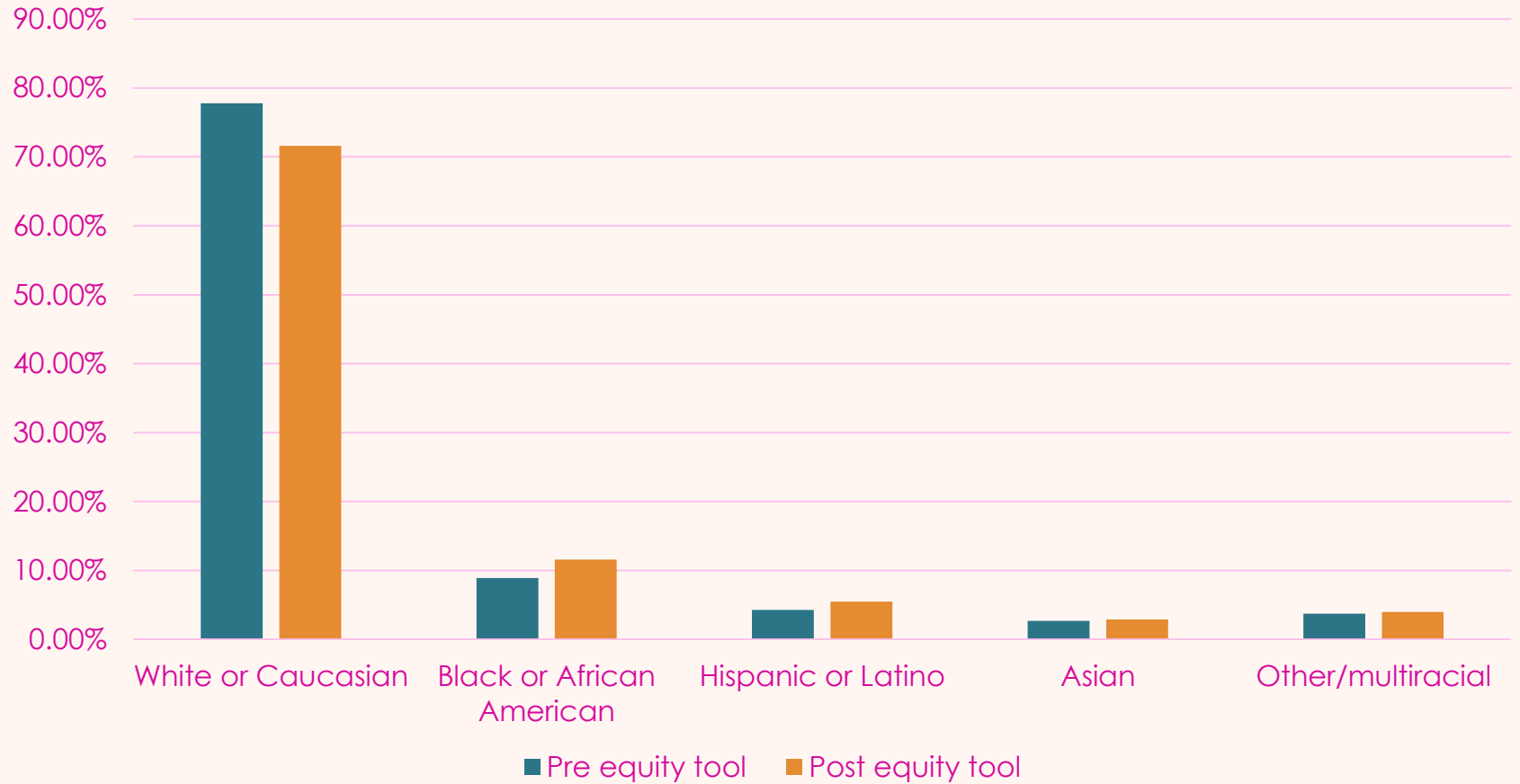


3. HR Refers to Department





4. Department Makes Hire





Resources

City of Madison Organization Development

- Racial Equity and Social Justice Trainings
- Alia Stevenson, OD Manager astevenson@cityofmadison.com
- Melissa Gombar, Performance Excellence Specialist
mgombar@cityofmadison.com

Government Alliance on Race and Equity

- www.racialequityalliance.org

City of Madison Racial Equity and Social Justice Initiative

- Toriana Pettaway, Equity Coordinator tpettaway@cityofmadison.com

Access to Racial Equity Resources through Madison Public Library

- <http://www.madisonpubliclibrary.org/racial-equity/resources>