

RESJI: A Snapshot

58

Projects analyzed with an equity lens



Racial Equity & Social Justice Tools (RESJI Analysis: Comprehensive and Fast Track, and Equitable Hiring Tool) applied 58 times.

40 people joined Action Teams

Data, Communications, Community Connection, Trainings & Tools, Co-Lead, Transition, and Strategy.

69%

18 out of 24 Departments have equity teams

Civil Rights
Clerk
Engineering
Finance
Fire
Human Resources
Info. Technology
Library

Metro
Monona Terrace
Municipal Court
Parks
Police
Public Health
Streets/Fleet
TE and Parking
Water Utility

64 People joined the Core Team

From various departments across City employment



RESJI Trainings

280

Attendees at RESJI trainings

Separate trainings developed specifically for and by RESJI team

4

4

Adapted trainings

- Leadership Conference 2015 – Overview to RESJI
- Council Training 2016 Department of Civil Right 10th University Celebration
- Overview to RESJI
- Implicit Bias

Individual Department Trainings

- Fire Department
- Monona Terrace
- Planning
- City Attorney
- Police Department Management
- Police Department Management - Racial Disparities Impact Committee

6

3

Community Trainings

- Goodman Community Center
- Catholic Charities
- Aberg Job Center



Hours and hours of work

Time (approximate hours) involved

Major projects and initiatives:
Per person
140 – 160 hours / year

Meetings:
Per person
4 – 6 hours / mo

Trainings (attending and facilitating):
Per person
20 – 30 hours / year

12,000



Racial Equity & Social Justice Initiative