

# Embedding Racial Equity in COVID-19 Response and Recovery

## Goal:

Explicitly prioritize racial equity and social justice in Madison's COVID-19 response.

Due to the urgency of COVID-19 responses and the disproportionate effects this crisis is already having on people of color and those disconnected from systems of power, we recommend incorporating these questions into response conversations to ensure racial equity is included in decision-making.

## Guiding Questions:

1. What do we know about how people of color and those most disconnected from systems of power are impacted?

**For consideration:** Who is impacted by, cares about, or is already working on this issue? Have we asked for their perspectives directly? How will we continue to communicate with them in this process?

Does the data we're using detail race, non-binary and transgender people, people with disabilities, those experiencing homelessness, or undocumented status?

2. Who is this COVID-19 response (or lack of response) going to help the most, who will it help the least, and who not at all? How can we address these limitations?

**For consideration:** Not taking action is also a "response" that will affect populations differently.

3. Are there ways this COVID-19 response (or lack of response) could harm specific populations or communities? How can we mitigate these unintended consequences?

**Need support?** For help thinking through questions or connecting with community members and partners, please email [RESJICoLeadsTeam@cityofmadison.com](mailto:RESJICoLeadsTeam@cityofmadison.com). Also, see Public Health Madison Dane County's [COVID-19 Partner Toolkit Google Folder](#).

## How to Use:

Use (and reuse) these questions during any and all COVID 19 related discussions, conversations and public meetings. Unlike the Equity Analysis Tool, there is no form to fill out or turn in. Instead, we hope these questions will facilitate nimble and innovative decisions that prioritize equity during COVID-19 related planning and policy-making. As such, we urge you to incorporate how you addressed potential response-related disparities as part of your normal report out or communication process related to COVID-19.

“Racialized outcomes do not require racist actors. Structural racism refers to a system of social structures that produces cumulative, durable, race-based inequalities.”

*Kirwan Institute for the Study of Race and Ethnicity.*

**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.

