

Wanda Fullmore Youth Internships

Real World Experience and a Paycheck

Hugh Wing CDD

Since 2014, The City of Madison has collaborated with community-based organizations to provide teens the opportunity to work paid summer internships with various City Departments. Initiated by Mayor Paul Soglin, this program has two distinct goals. 1. Give youth a quality paid summer learning experience. 2. Diversify the City of Madison staff to accurately represent the residents they work for and represent. The program's namesake, Wanda Fullmore, grew up in Madison and spent her career as an employee in the Mayor's Office.

In the eight years of the City of Madison's Wanda Fullmore Internship program, over 225 Madison youth have been in the program, and have worked with City agencies as well as three community based organizations.

Partnerships are key

Wanda Fullmore youth interns do more than work for eight weeks. They receive mentoring support from collaborating agency Common Wealth Development staff, complete professional development sessions, and are coached based on feedback communicated from City staff to Common Wealth mentors. This program is a unique opportunity for Madison youth to form valuable

connections, gain exposure to different career paths, boost their résumés, and represent the voice of Madison youth.

Due to COVID-19 Pandemic, Changes had to be made last summer. Common Wealth's staff worked hard and offered youth an alternative internship program, as in-person placements were not possible in 2020.

This year, while we continue to explore the option for in-person placements, Common Wealth staff have developed a quality program that will offer youth a worthwhile learning experience. Interns will work up to 16 hours per week, 12 of those via Zoom. The remaining four hours will be in-person, socially-distanced community service that will vary week by week.

Interns will work on a City project throughout the summer that will replace the in-person placements with City departments. Youth will have the opportunity to work virtually and interact with staff in a wide range of positions, providing essential career exploration. Youth who are accepted into the program will receive a Chromebook and will keep it upon program end.

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From the desk of Kristy Kumar

As you'll see in this newsletter on pages 2-3 on the left hand side, this quarter's publication celebrates many advocacy days and months, including March 31st when the world celebrated Trans Visibility day, Sexual Assault Awareness month in April, Autism Awareness Day on April 2nd and beginning in May will be Asian, Pacific Islander, and Desi American (APIDA) Heritage Month. There has been much to celebrate—as well as much to honor and grieve.

We honor and grieve the lives of eight individuals killed in the Atlanta shooting, six of whom were of Asian descent, four of whom were Korean and those killed in two mass shootings in Boulder and Indianapolis, where four Sikh people were killed. We honor and grieve George Floyd and his loved ones and what they endured leading up to last week's historic verdict; and only 10 miles away, Daunte Wright's death. We honor and grieve two Black trans women who were killed in North Carolina—Jaida Peterson and Remy Fennell. We honor and grieve Adam Toledo and Ma'khia Bryant and their childhoods. We also uplift those who

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“I have learned
you are never
too small to make
a difference.”

Greta Thunberg

2nd Quarter Events and Days of Honor

April 1-30

Child Abuse Prevention Month

In the early 1980s, Congress resolved that the week of June 6-12, 1982, should be designated as the first National Child Abuse Prevention Week, in commitment to identifying and implementing solutions to child abuse. The following year, in 1983, April was proclaimed the first National Child Abuse Prevention Month.

Autism Awareness Month

<https://www.autismspeaks.org/>

April 2

World Autism Awareness Day

Every year, autism organizations around the world celebrate the day with fundraising and awareness-raising events.

April 15-16

Holocaust Remembrance Day

Congress established the Days of Remembrance as the nation's annual commemoration of the Holocaust.

• <https://www.ushmm.org/>

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Ensuring Language Access

The Latinx Community Engagement Team Has a Full Agenda

Erin Nuñez, Madison Municipal Court

The Latinx Community Engagement Team (LCET) was formed in 2015. We are a group of city staff, bilingual in Spanish and English, who support the work of city agencies to build trust and strong relationships with Spanish-speakers and members of the Latinx community.

We have team members in the following departments:

Building Inspection	CDD	Civil Rights
EAP	Fleet Service	HR/OD (PE)
IT	Metro	Madison Public Library
Municipal Court	Planning	Police
Public Health	Traffic Engineering	Water Utility

We also have strong support from the Department of Civil Rights, the Mayor's Office, and the NRTs.

Our work focuses on the following areas:

- Improve service delivery to the Spanish speaking public
- Improve the workplace climate for Latinx employees
- Consult with City agencies to improve awareness of the Latinx community and improve how the City engages with the Latinx community
- Represent the City at community events that target the Latinx and/or Spanish-speaking community

What have we been up to?

- Supporting the full implementation of the Language Access Plan
- Conducting an annual Language Phone Audit to evaluate the accessibility of interpretation services
- Assisting the Clerk's office with the Hispanic Voter Accessibility Video
- Writing articles in Spanish and English for the Northside News (local newspaper)
- Assisting with the COVID response, including translations
- Collaborating with MAC, WIC, RESJI, and Performance Excellence to implement the recommendations of the 2019 MAC/WIC survey
- Serving on interview panels, reviewing applications, and participating in equitable hiring tools
- Presenting the "Latinx Voices" Speaker Event in recognition of Hispanic Heritage Month
- Assisting the Parks department with engagement plans for the Vilas Park Master Plan process

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April (4th Thursday)

Take Our Children to Work Day

Always the fourth Thursday in April, this program encourages parents to bring their kids to work with them and show them the wide range of jobs available to them.

April 26

National Day of Silence for LGBTQ students

In the United States, students take a day-long vow of silence to symbolically represent the silencing of LGBTQ students.

May 1-31

Asian-Pacific American Heritage Month

A diverse group whose heritages represent more than 50 ethnic groups and 100 languages, Asian Americans and Pacific Islanders have made enormous contributions to the civic, cultural, and economic fabric of our nation.

Jewish American Heritage Month

In 2006, President George W. Bush proclaimed that May would be Jewish American Heritage Month, recognizing the more than 350-year history of Jewish contributions to American culture.

Haitian Heritage Month

Mental Health Month

South Asian Heritage Month

Personal History Awareness Month

Older Americans Month

May 5

Cinco de Mayo

The anniversary of the unlikely 1862 Mexican victory over the French army at the Battle of La Puebla is more widely celebrated in the United States than in Mexico, where it is considered a regional holiday.

MMIW

May 5th as a National Day of Awareness for Missing and Murdered Native Women and Girls

Language Access Translations

These posters (right) were translated as part of the City's Language Access Program. The most widely spoken languages in Madison are: English, Spanish, Hmong, American Sign Language and Mandarin. (The Mandarin poster is still in progress.)

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- Contact Us – We can consult with your agency to improve your outreach efforts to the Latinx and/or Spanish-speaking community. Contact Erin Nuñez or Rommel Tijerino for more details.

Join Us - We are always recruiting new members. ■■

Erin Nuñez joined the City of Madison in 2007 as a Judicial Clerk (Bilingual) with the Madison Municipal Court. She is co-leader of the Latinx Community Engagement Team (LCET) and co-leader of the RESJI Community Connections Action Team. A graduate of UW-Madison, Erin and her family live in Madison.

June 1-30

Pride Month

June 19

Juneteenth, also known as Freedom Day or Emancipation Day, commemorates the announcement in Texas in 1865 of the abolition of slavery - two years after President Lincoln signed the Emancipation Proclamation.

June 20

Madison Day of Reflection

June 22


Anniversary of Olmstead decision

This Supreme court decision affirmed that public dollars must be spent in the most integrated setting ensuring that people with disabilities supported by Medicaid can live in the setting of their choice. ■■

Racial Equity & Social Justice Initiative

KEY CONCEPTS

Climate Justice




“Environmental injustice, including the proliferation of climate change, has a disproportionate impact on communities of color and low income communities.”

—NAACP

What can YOU do?
Understand your own biases
Learn about RESJI
www.cityofmadison.com/civilrights/racial-equity-social-justice-initiative

Contact Us
(608) 266-4910; RESJI@cityofmadison.com

Racial Equity & Social Justice Initiative

We all do better when we ALL do better.

Iniciativa de equidad racial y justicia social

CONCEPTOS CLAVE

Justicia climática




“La injusticia ambiental, incluyendo el aumento del cambio climático, ha afectado de manera desproporcionada a las comunidades de personas de color y a las comunidades de bajos ingresos”.

—NAACP

¿Qué puede hacer USTED?
Entienda sus propios prejuicios
Conozca la RESJI
www.cityofmadison.com/civilrights/racial-equity-social-justice-initiative

Contacto
(608) 266-4910; RESJI@cityofmadison.com

Iniciativa de equidad racial y justicia social

A todos nos va mejor cuando TODOS somos mejores.

Kev Pib Ua Kom Muaj Kev Ncaj Ncees Rau Kev Muaj Vaj Huam Sib Luang Ntawm Hai' Neeg thiab Kev Zej Tsoom

COV NTSIAB LUS TSEEM

KEVNcaj Ncees Rau Huab Cua




“Kev tsis ncaj ncees rau hauv ib puag ncig, suav nrog kev nthuav dav ntawm kev hloov pauv huab cua, muaj kev cuam tshuam tsis zoo rau cov zej zog ntawm cov neeg xim tawv nqaij txawv thiab cov zej zog khwv tau nyiaj tsawg.”

—NAACP

KOJ tuaj yeem yuav ua tau li cas?
Nkag siab hrog koj txoj kev tsis ncaj ncees
Kawm paub ntxiv boog RESJI
www.cityofmadison.com/civilrights/racial-equity-social-justice-initiative

Tiv Tauj Peb
(608) 266-4910; RESJI@cityofmadison.com

Kev Pib Ua Kom Muaj Kev Ncaj Ncees Rau Kev Muaj Vaj Huam Sib Luang Ntawm Hai' Neeg thiab Kev Zej Tsoom

Peb txhua tus ua tau zoo dua thaum peb TXHUA TUS ua kom zoo dua.

Welcome Aboard

AA Contract Compliance: Kirsten Donkle

Kirsten Donkle has been selected to be our newest Contract Compliance Specialist. She will begin her employment on Monday May 3. We are very excited!

Kirsten is coming to us from American Printing Company where she was a Project Manager. She has a background in event and project management and a degree in Communication from UW-Stevens Point. Kirsten loves cooking, traveling, and spending time with friends and family. During the pandemic, she and her partner bought a house in Madison and adopted two kitties, Hugo and Mab (who she is sure will make appearances on Zoom calls). Kirsten has a passion for equity initiatives and social justice, and is excited to join the DCR to do such important work full time. ■■

NEWS & VIEWS

Thanks for reading! We hope you enjoyed these stories and we want to hear your feedback for future issues. The newsletter will be published quarterly.

We'd like to hear from you regarding racial equity and social justice in your work or your department.

Contact newsletter editor Donna Collingwood at dcollingwood@cityofmadison.com

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Due to a new collaboration with MMSD, the city now has the opportunity to consider a year round City internship program that offers placements for high school juniors and seniors to participate in work-based learning for up to 10 hours a week during fall or spring semesters. The Finance department piloted this program with great experiences for the students and city staff involved.

We thank all who spend time offering youth the opportunity to learn and grow through supportive experiences.

Hugh Wing. Community Development Specialist, CDD ■■

AASPIRE Intern Gabi Mjaanes

Gabi Mjaanes is currently studying International Relations and Spanish at the University of Wisconsin-Madison with certificates in French and in Chicano/a Latino/a Studies. She has been involved in social justice work through her membership in the Diversity Equity and Inclusion committee of her sorority, her volunteer work at the Immigrant Justice Clinic, and serving as a research assistant for the Political Science Department. Gabi is very interested in the intersection of public policy and advocacy work which is why she is extremely excited to take on this position with the Department of Civil Rights. She is passionate about working with underserved and under-represented populations to protect, defend, and support their rights and hopes that this position will allow her to do so as she learns about the inner workings of local government. As an intern, Gabi hopes to help improve the Targeted Business Enterprise Program to bring about more diversity between the city and contracted businesses. ■■

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loved and were in community with all these lives, such as parents, children, grandchildren, spouses, neighbors, and friends. And we recognize all the Black, Indigenous, people of color who have not been named but lost at the hands of White Supremacy and systemic racism.

RESJI and MAC/WIC Peer Advisors collaborated to offer a series of community care offerings to city staff given how overwhelming and devastating this violence has been on top of a global pandemic. We organized affinity and solidarity spaces as tools for racial justice and healing. During the solidarity spaces, we discussed “how can we respond to harm in the future?” and “how can we increase our solidarity practices at the City?”

While many of us may still have more questions than answers, what resonated was the need for 1) acknowledgment of violence in real-time 2) space to process complex and oftentimes contradicting emotions and 3) recognition that racial justice and healing is a part of our jobs to nurture.

RESJI staff continues to develop meaningful ways to operationalize racial equity at the city, and commit to nurturing these opportunities to care for another. As author, social activist, and philosopher Grace Lee Boggs shares, “Another world is necessary, another world is possible, another world is happening and the only way for us to survive is by taking care of one another.”