

Racial Equity & Social Justice Initiative

WHO WE ARE

We are City staff committed to equity and inclusion. The initiative is staffed by members of the Equity and Social Justice Division in the Department of Civil Rights and is supported by staff across the City who lead and are part of numerous change teams.

Mission

Establish racial equity and social justice as a core principle in all decisions, policies, and functions of the City of Madison.

What is Equity?

Equity is a deliberate prioritization of individuals and communities impacted by ongoing systemic injustice.

OUR APPROACH

Equity doesn't live with a person, in an office, division, or department. Equity needs to be everywhere. To build a culture of inclusion, we support all city departments and agencies in infusing racial equity into their day to day work.

Action Teams

These interdepartmental teams lead policy, programmatic, and cultural change.

- Community Connections
- Communications
- BIPOC Care Team
- Training and Learning

Department Equity Teams

Every department / division has a team working internally to advance racial equity and social justice.

GET INVOLVED!

- Learn about RESJI Action Teams and Department Equity Teams and consider joining.
- Attend an RESJI Equity in the Loop meeting and Speaker Series Event (featuring local equity leaders, organizers, and practitioners). These invitations are emailed to all City staff.
- Subscribe to *Equity in the Loop* email group
- Connect with us: resji@cityofmadison.com.

SCAN ME



Affinity Groups

Affinity groups are voluntary, employee-led groups that are organized around social identities, marginalized groups, and life experiences. justice.

OUR GUIDING PRINCIPLES

- Relational trust, joy, and care must be a part of our equity work.
- All systems of oppression and liberation are connected.
- We center the voices of those who are directly impacted.
- We shape change that is accessible, collaborative, and accountable.
- As we dismantle oppressive systems, we must also build transformative solutions.

