

# Racial Equity & Social Justice Initiative

## WHO WE ARE

We are City Staff who are 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 city staff across the agency who lead and are a 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.

### RESJI Vision

Our vision is an inclusive, innovative, and thriving Madison.

## 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
- Equity in the Loop (Core Team)
- Strategy Team (City leadership)

### 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](mailto:resji@cityofmadison.com).

SCAN ME



## OUR VALUES

- It is everyone's job to understand and apply equity principles.
- Healthy relationships are central to racial equity work.
- We all benefit from growing our equity muscles. Our struggles are connected.
- We are accountable for our own actions, committing to our own learning and growth.
- This work takes time. We're in it for the long haul.
- Conflict can be transformed into positive change.
- We honor lived experiences.

