

OUR MADISON: INCLUSIVE, INNOVATIVE AND THRIVING



Creating a Gender Inclusive Workplace for All.

The Mayor signed APM 2-52 on 11/11/2020 to create an inclusive workplace for all City employees, regardless of gender by addressing the needs of transgender, gender non-conforming, and non-binary employees, and to protect the legal rights and safety of all employees.

Currently Happening: A multi-department project implementation team representing ten departments and over 20 staff is working to support this workplace culture change by:

- Providing education and resources to help staff support an inclusive workplace in their daily behaviors
- Ensuring City operations reflect an inclusive workplace
- Providing frequent and transparent communication to all staff

Did You Know?

- A two-part training series on Creating Inclusive Spaces kicks off in October. Look for registration information soon!
- The above flag is the Progress Flag which was designed in 2018 by Daniel Quasar. This flag places five half-stripes in an arrow shape-representing trans and non-binary individuals, marginalized POC communities, as well as those living with AIDS -on top of the traditional LGBTQ Rainbow Flag.

What You Should Know

The City's goal is to:

- Ensure the safety and comfort of transgender, gender-non conforming, and non-binary employees.
- Maintain a safe and affirming process for employees who want to transition in the workplace.
- Prevent the stigmatization of employees.
- Create a safe and productive work environment for all employees.
- Provide bi-monthly communication to all staff to create awareness and reinforce

- 171 single stall bathroom signs in 67 buildings are being replaced. *See Sign* →
- A mass communication campaign with Division Heads, MAC, WIC, LCET, RESJI, EAP, Fire, and Police is occurring now!



the City's commitment to an Inclusive Workplace.

Call to Action:

- Share this information with your co-workers, especially those without email access.
- Introduce yourself using your pronouns.
- Correct yourself and others if they make a mistake.
- Participate in upcoming trainings.
- Use inclusive language in all communication; verbally and in writing. See Resources below.
- **Supervisors!** Please support your staff participation in Affinity Groups, MAC, WIC and LCET.

Contacts:

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Resources & Links:

Administrative Procedure Memorandum (APM) No. 2-52:

- [Inclusive Workplace APM 2-52](#)
- [APM 2-52 – Resource Guide for Transgender, Gender Non-Conforming, and Non-Binary Employees](#)
- [APM 2-52 – Gender-Inclusive Language Style Guide](#)

Organizational Development:

- [Upcoming Organizational Development Courses](#)

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