

Welcome!

Find a seat.

Consider sitting with someone you
don't know as well.



RESJI Foundations: Part 1

INTRODUCTION TO RACIAL EQUITY AND SOCIAL JUSTICE

Department of Civil Rights | Equity and Social Justice Division
City of Madison, WI



INTRODUCTIONS

- NAMES
- PRONOUNS
- VISUAL DESCRIPTION
- POSITION
- WHAT BRINGS YOU TO THIS WORK?

COMMUNITY GUIDELINES

Make space, take space

Assume best intent; attend to impact

Speak from your own experiences; use I statements

What is offered is by invitation, not by demand

Self and community care

We are accountable to ourselves

Create space for multiple truths

If the going gets rough turn to wonder

The City of Madison's



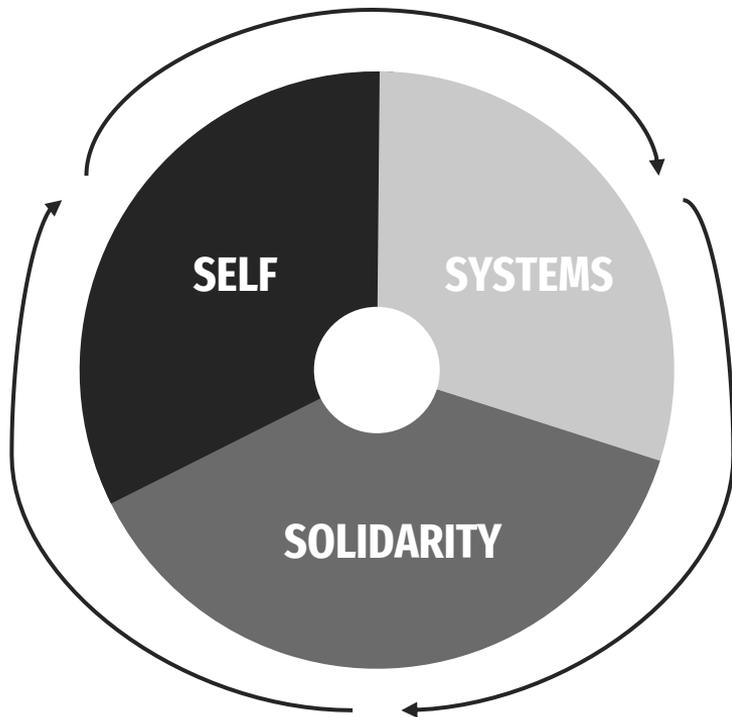
MISSION

Provide the highest quality service for the common good of our residents and visitors.

VALUES

- **Equity**
- Civic Engagement
- Well-Being
- Shared Prosperity
- Stewardship

OUR APPROACH



1. SELF

power. privilege.
marginalization. intersections.
social identity.

2. SYSTEMS

race. bias. microaggressions.
Individual-interpersonal-institutional
racism.

3. SOLIDARITY

centering. connections.
spheres of influence. deep
relationships



Equality

Distribution of the same resources and opportunities to everyone.

Equity

Distribution of adjusted resources and opportunities based on need.

Equality

- Same fee for all school lunches
- Same desk for two new employees
- All public meetings are in English
- Equal number of men and women bathrooms

Equity

- Reduced fee lunches for families with lower-incomes
- Accommodations process
- Consecutive interpretation at public meetings
- Gender-inclusive bathrooms

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Equity 2.0

- Reduced fee/ free & culturally affirming options
- Universal design
- Simultaneous interpretation → meetings in multiple languages
- Inclusive, accessible, comfort & family room

Racial Equity

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



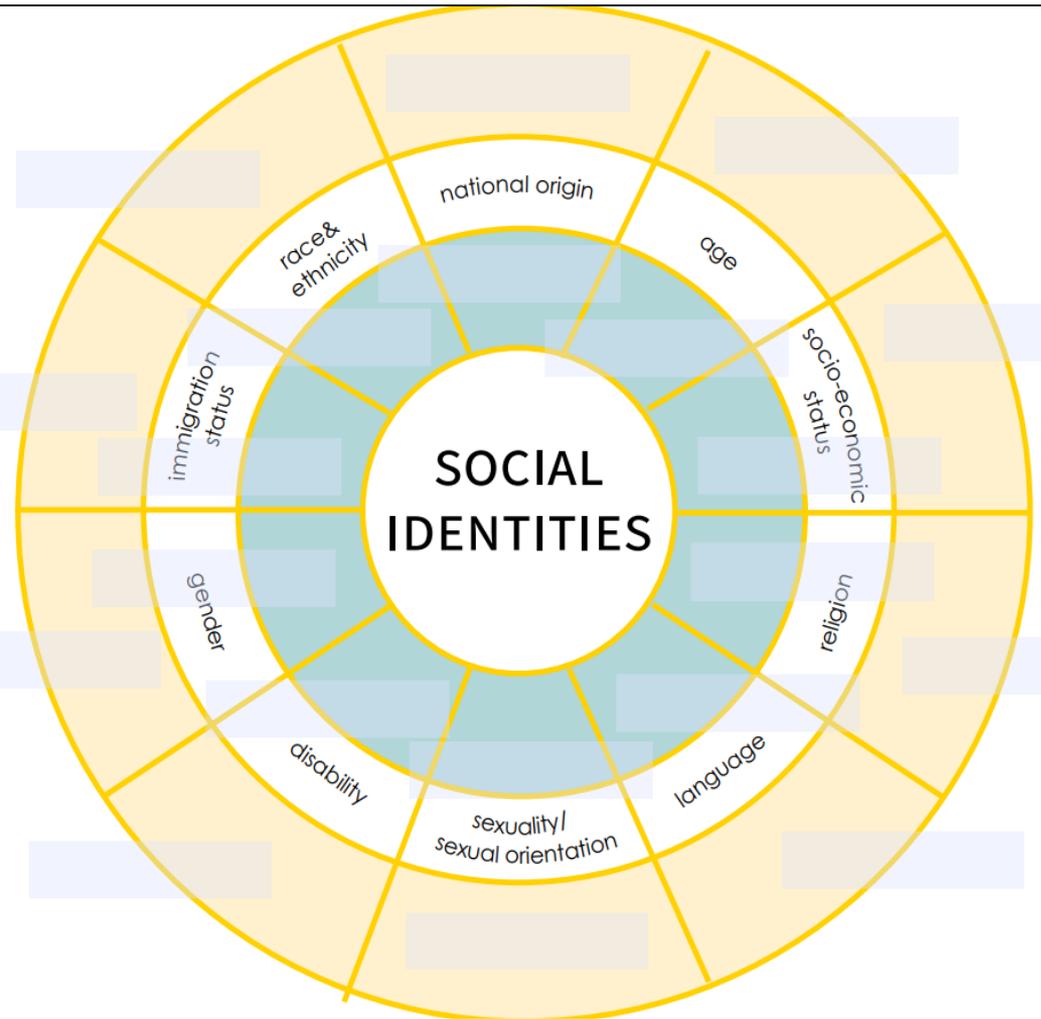
Section 1

SELF

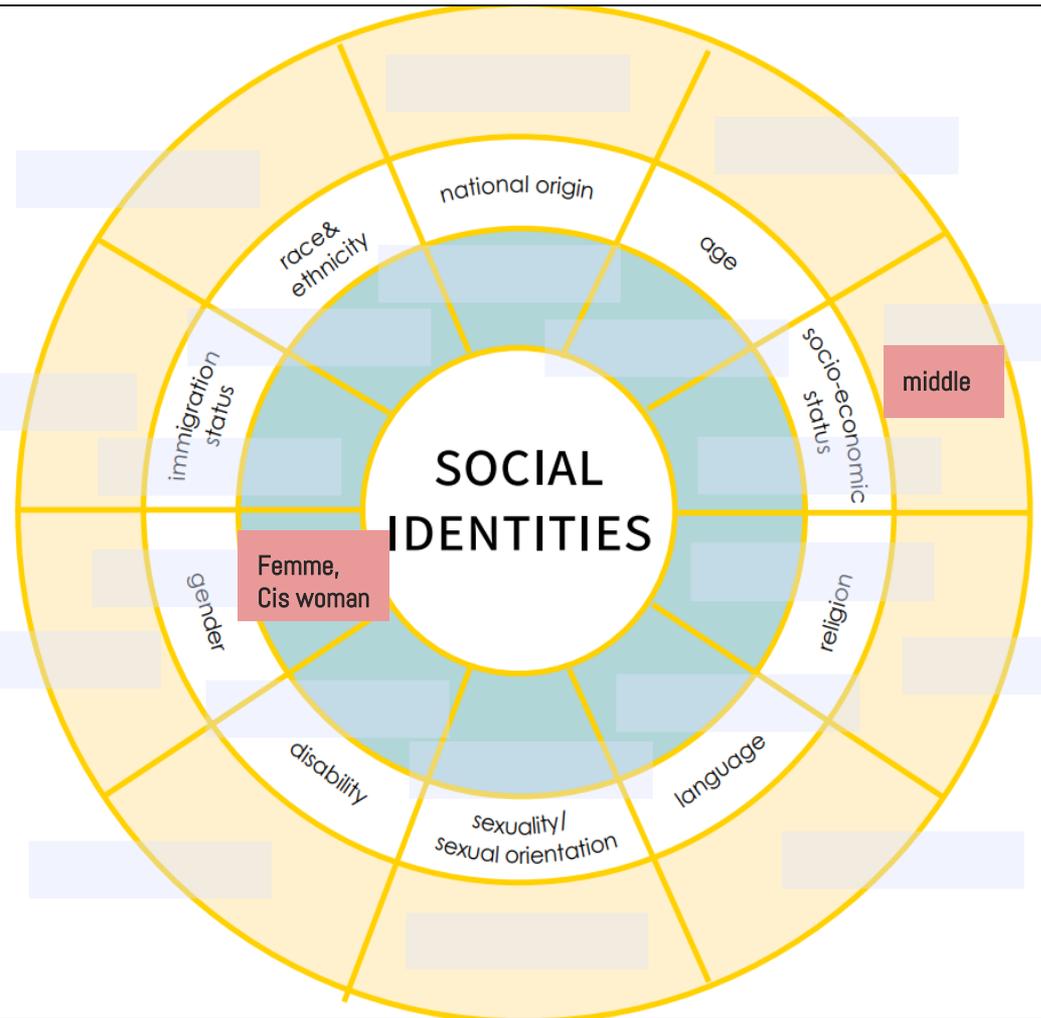
**“We must transform
ourselves to transform the
world.”**

-Grace Lee Boggs

SOCIAL IDENTITY WHEEL



SOCIAL IDENTITY WHEEL



PAIR & SHARE INSTRUCTIONS (8 min)

1. Introduce yourself and 1 individual volunteers to go first
2. Consider which questions you would like to answer (2 min)

What was this process like for you? What did it reveal?

Which aspects of your social identity, that you are willing to share, are especially meaningful / not as meaningful to you and why?

Are there any that you hadn't thought much of before today, and if so, why do you think that is?

1. Partner practices deep listening by waiting for the sharer to finish and then offer affirmations and questions. (1 min.)
2. After 3 min., switch and repeat.
3. If there are remaining minutes, discuss/ dive deeper/ or come back into the larger room.

Marginalization

The casting aside of groups that are considered “other” within society.

Privilege

Privilege is automatic, unearned access or advantage simply because of having a certain social identity.

INTERSECTIONS

Privately, using your own social identity wheel...

Identify at least one identity on the wheel where you experience privilege.

Identify at least one identity on the wheel where you experience marginalization.

Is there an identity on the wheel where you experience both?

MICROAGGRESSIONS



SPECTRUM OF RESPONSE

VALIDATION

DISCOMFORT

**LIBERTAD
JUSTIÇA VOIX
POWER**



Favianna Rodriguez

Section 2

SYSTEMS

Racism and inequity are products of design. They can be redesigned.

Racism



Racial
Prejudice

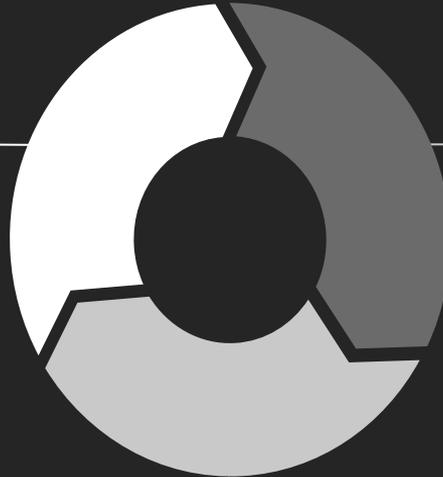


Power

THE MACHINE OF RACISM

INTERPERSONAL

OCCURS BETWEEN
INDIVIDUALS



INSTITUTIONAL

OCCURS WITHIN
INSTITUTIONS

SYSTEMIC

CUMULATIVE EFFECTS OF RACIAL BIAS
AMONG INSTITUTIONS AND ACROSS
SOCIETY

REDLINING

EXAMPLE
OF THE
MACHINE
OF
RACISM

RACE
THE POWER OF AN ILLUSION

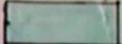
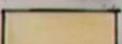
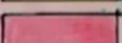
THEMES VIDEOS RESOURCES INTERVIEWS ARTICLES Q&A ABOUT

Redlining

Episode 3

The House We Live In: Redlining
California Newsreel

LEGEND

	BEST
	STILL DESIRABLE
	DEFINITELY DECLINING
	HAZARDOUS

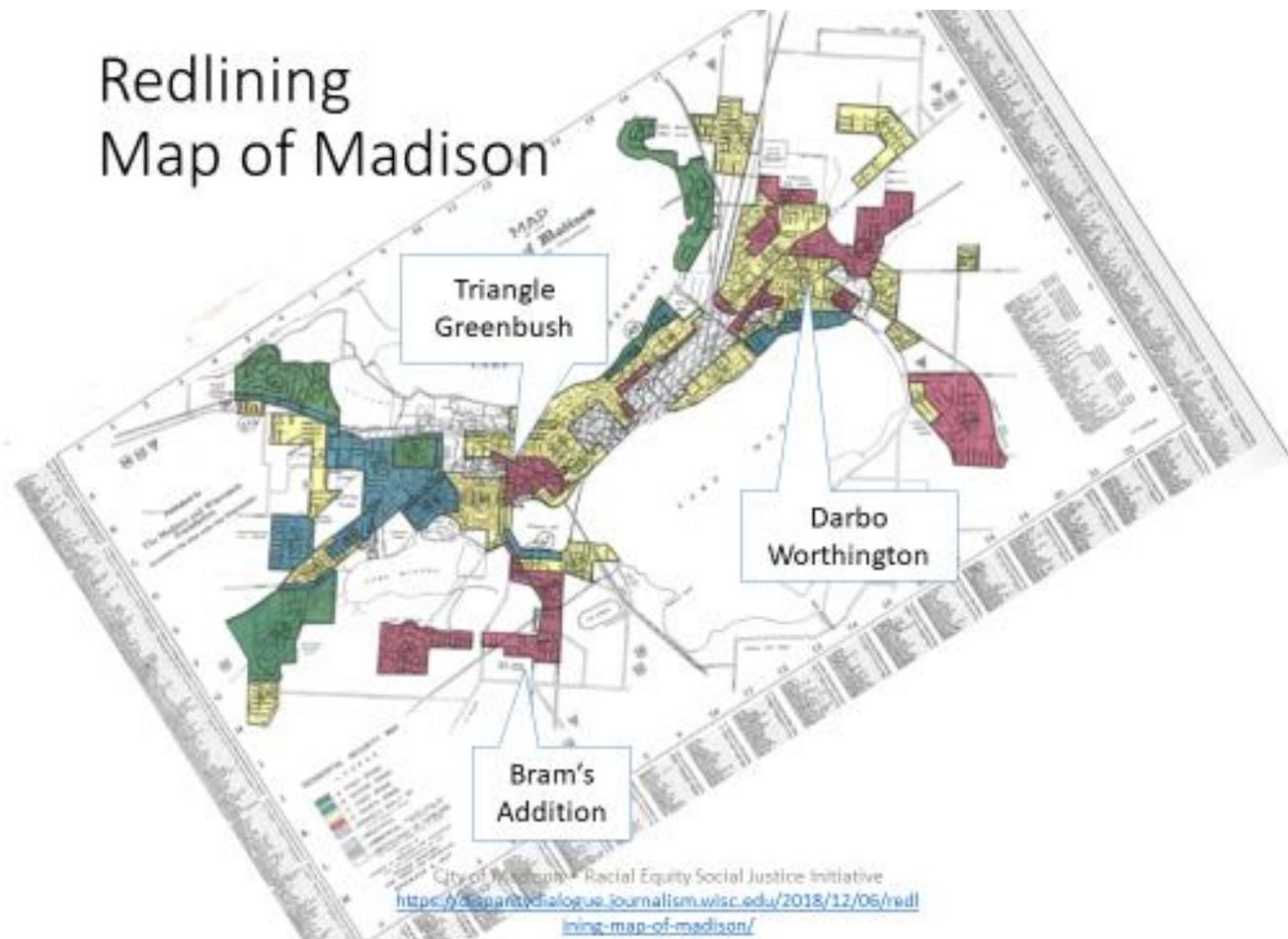
**DISCUSS WITH
A PARTNER (3-
5 MIN)**

Did you notice an example of interpersonal racism in the video?

Did you notice an example of institutional racism in the video?

Did you notice an example of systemic racism?

Redlining Map of Madison





SKY 3



HOW REDLINING THE CITY AMPLIFIED INEQUALITY

**NEW
INFORMATION**

82°
6:00

ILLINOIS MAN SENTENCED TO FEDERAL PRISON FOR BRINGING OVER 500 GRAMS OF COCAINE TO MADISON

TRUST MADISON'S WEATHER LEADERS
NEWS@NOW FIRST WARN WEATHER

FLIP THE SCRIPT

TED Ideas worth spreading WATCH DISCOVER ATTEND



How to deconstruct racism, one headline at a time

5,444,371 views | Baratunde Thurston • TED2019

THE NEW YORKER Newsletter Sign In

News Books & Culture Fiction & Poetry Humor & Cartoons Magazine Puzzles & Games Video Podcasts Archive Goings On Shop

Rewriting Racist Headlines



just means I have a different vantage point.

THE NEW YORKER

The New York Times

 **TheUpshot**

ECONOMIC VIEW

Growing Up in a Bad Neighborhood Does More Harm Than We Thought



Give this article



51

**Systemic disinvestment
in Black and Brown
neighborhoods results
in a fundamental lack of
needed resources that
compromises the
health and wellbeing of
residents...study
finds...shockingly...**

Flip the Script Small Group Instructions

7 ish minutes

1. Open up PDF slidedeck.
1. Go to the slide for your breakout group number.
1. Introduce yourselves
1. As a group, rewrite the existing headline to be anti-racist
1. Consider the Machine of Racism - interpersonal, institutional, and systemic levels of racism
1. Write your new headline down, and come back to the large group with your rewrite!

Breakout Group 1

**ICE arrests 83 criminal aliens
and immigration violators in
4-day Wisconsin
enforcement surge**

Breakout Group 2

**St. Louis couple pulls
firearms on protesters
cutting through their
private street**

Breakout Group 3

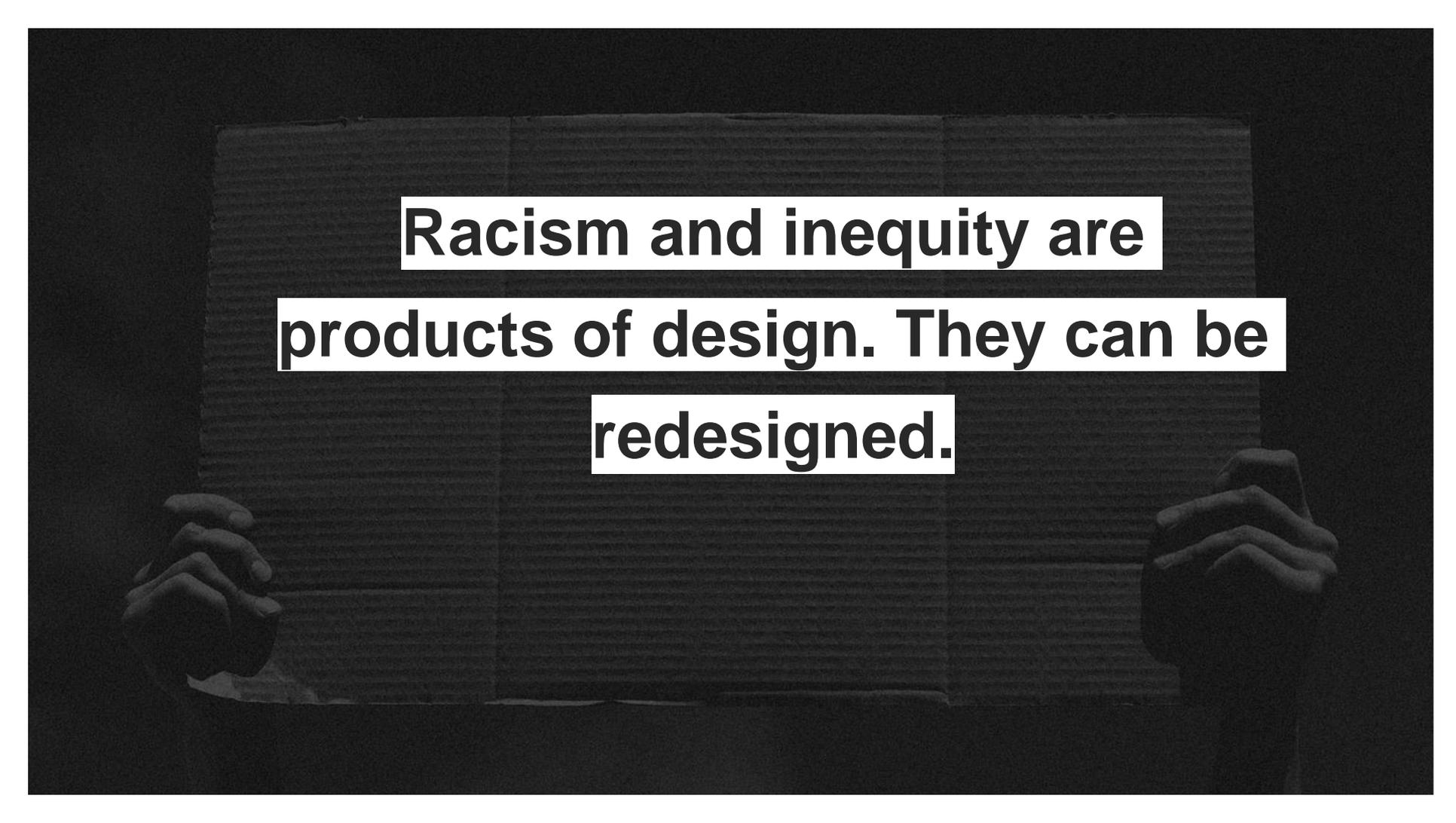
**A black Yale graduate
student took a nap in her
dorm's common room. So a
white student called police**

Breakout Group 4

**TV Spots for
Women's
Basketball
showcase the
beauty and grace
of the game and
its players**

Breakout Group 5

**Math Teachers in Virtual
Classes View Girls & Black
Students as 'Less Capable'**

A black and white photograph showing a person's hands holding a piece of corrugated cardboard. The cardboard is held up against a dark background. On the cardboard, there is text written in three white rectangular boxes. The text reads: "Racism and inequity are products of design. They can be redesigned." The hands are visible at the bottom left and bottom right corners of the cardboard, holding it in place.

**Racism and inequity are
products of design. They can be
redesigned.**



Kristen Uroda

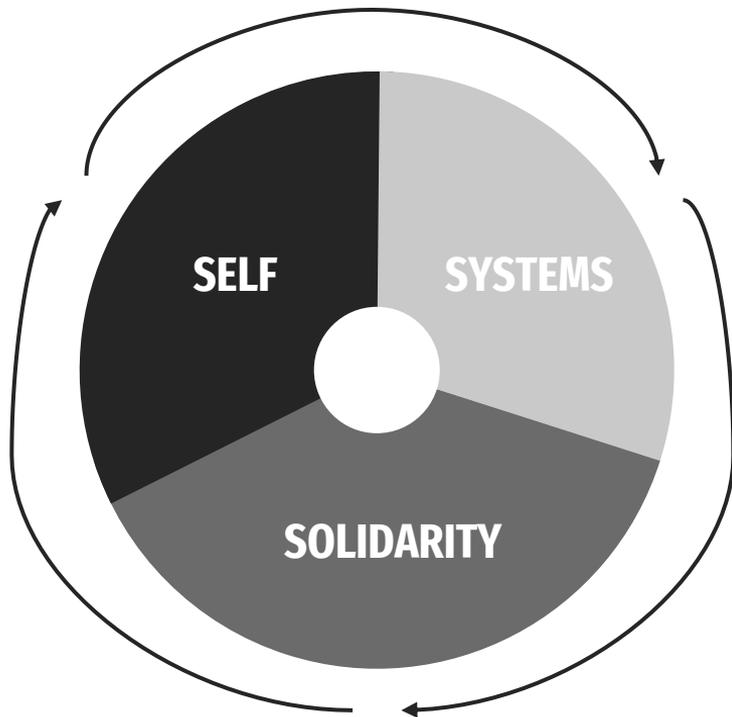
Section 3

SOLIDARITY

**“No pride for some of
us without liberation
for all of us”**

-Marsha P. Johnson

OUR APPROACH



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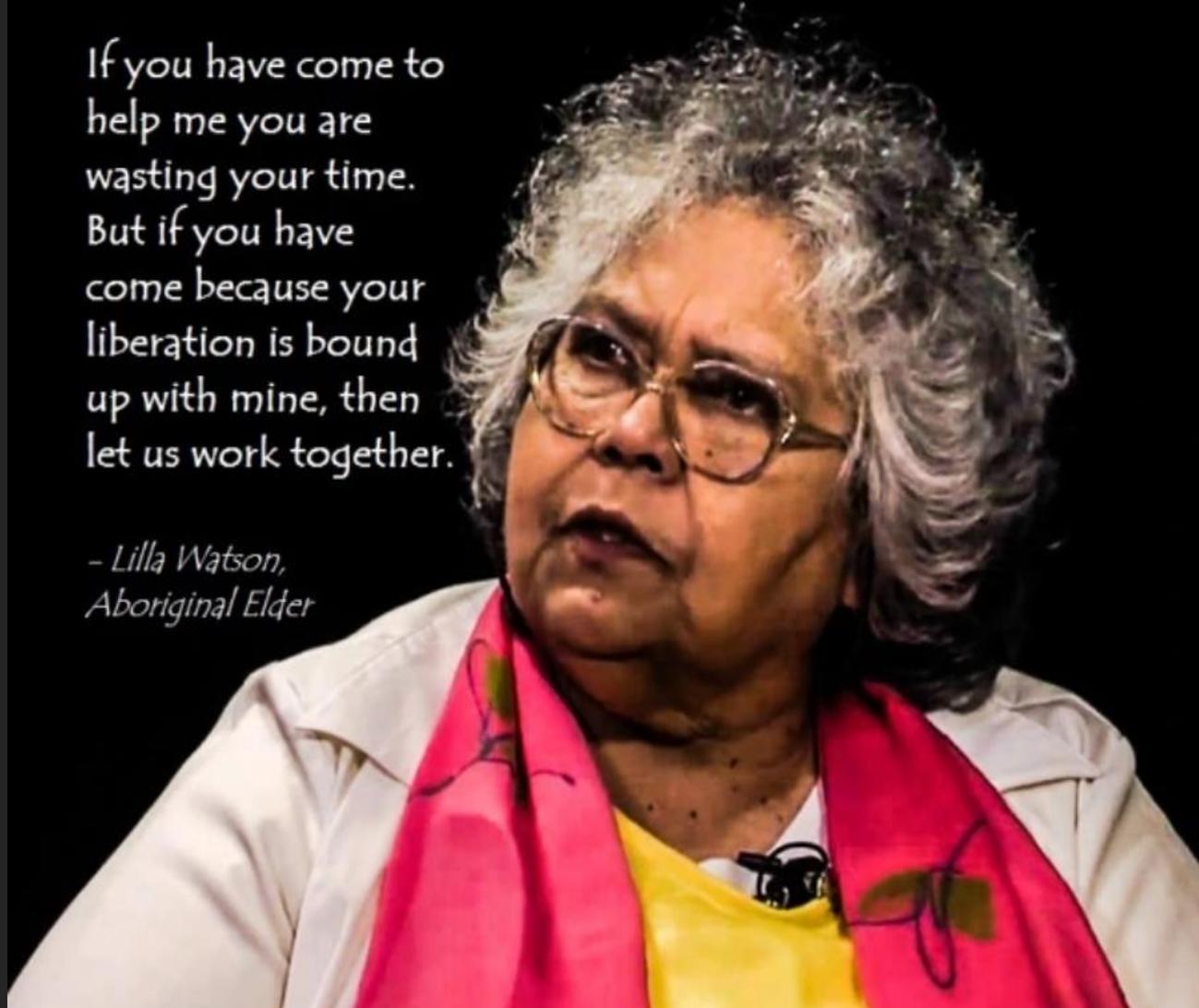
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SOLIDARITY

If you have come to help me you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.

*- Lilla Watson,
Aboriginal Elder*



GREAT, BUT
WHAT CAN

“|”

DO?

“Some innovations and behaviors are appealing only when people are emotionally energized by one another. The more people who adopt a behavior, the more excited other people become about adopting it.”

“Change, How to Make Big Things Happen”
Damon Centola

A pair of hands is shown holding a piece of corrugated cardboard against a dark background. The cardboard has two lines of white text written on it. The text is centered and reads: "Consider your role and your team at work." followed by "Discuss with a group, how can you practice solidarity at work by flipping the script?".

**Consider your role and your team
at work.**

**Discuss with a group, how can you
practice solidarity at work by
flipping the script?**

A black and white portrait of James Baldwin, looking upwards and to the left with a thoughtful expression. He is wearing a dark suit jacket, a white shirt, and a dark tie.

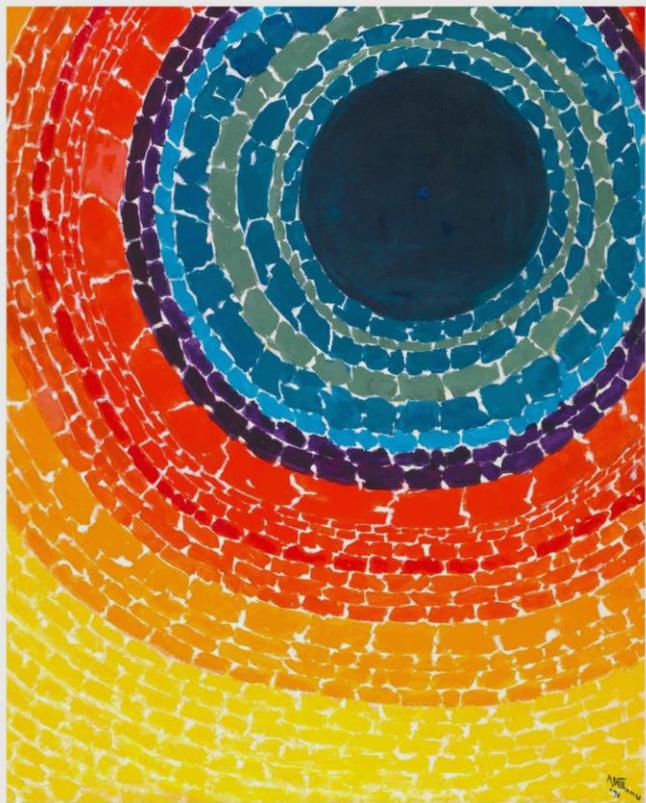
“Not everything that is faced
can be changed, but nothing can
be changed **until it is faced.**”

- *James Baldwin*

Goalcas

WHAT NOW:
FROM TRAININGS
TO PRACTICING
EQUITY

- Join/learn more about your Department Equity Team
- Lead/participate in a racial equity analysis on a work project
- Apply principles of racial equity analysis EVERYWHERE
- Commit to developing deep relationships
- Be curious, pursue your own learning and growth



(The Eclipse, 1970)

ALMA THOMAS

What word is
on your
mind/
heart/
spirit?

Please share your feedback on
today's training session:



<https://www.surveymonkey.com/r/2025CourseFeedback>

THANK YOU

Department of Civil Rights
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